

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): Digital Funds Stars Continental Europe
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/2/23 to 12/31/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	164	
Number of meetings voted	136	82.93%
Number of meetings with at least 1 vote Against, Withhold or Abstain	100	60.98%

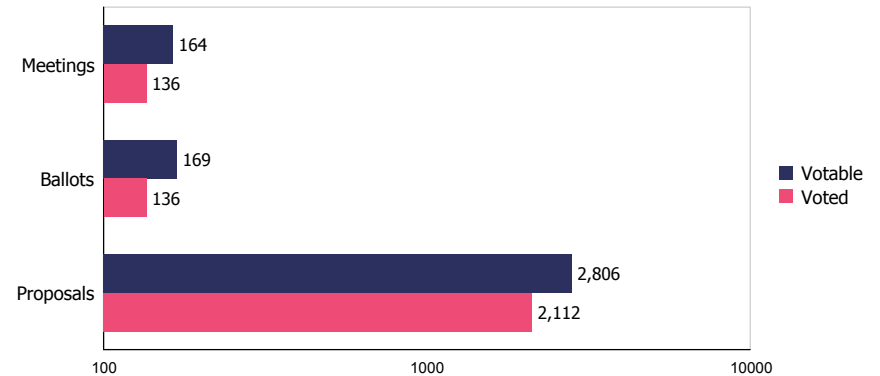
Ballot Overview

Category	Number	Percentage
Number of votable ballots	169	
Number of ballots voted	136	80.47%

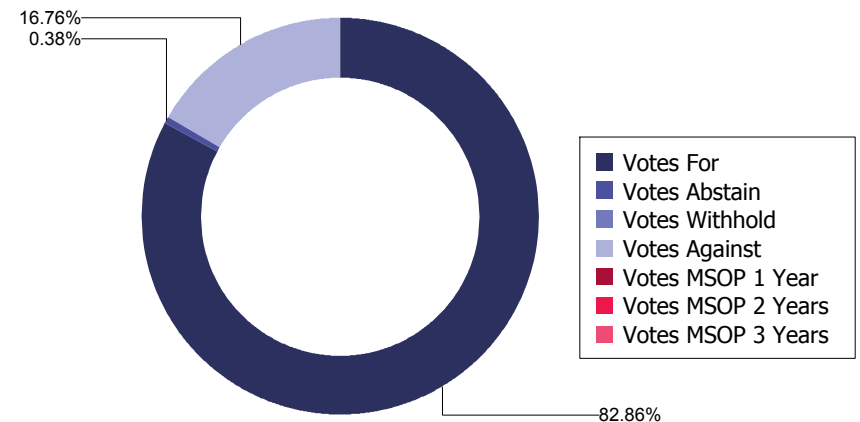
Proposal Overview

Category	Number	Percentage
Number of votable items	2,806	
Number of items voted	2,112	75.27%
Number of votes FOR	1,750	82.86%
Number of votes AGAINST	354	16.76%
Number of votes ABSTAIN	8	0.38%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	2,112	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,808	85.61%
Number of votes Against Mgmt	304	14.39%
Number of votes on MSOP (exclude frequency)	160	7.58%
Number of votes on Shareholder Proposals	82	3.88%

Voting Statistics



Vote Cast Statistics

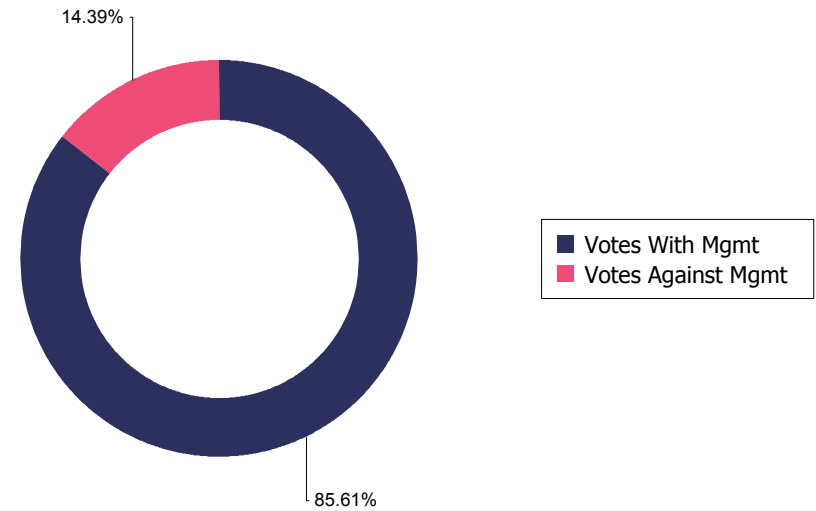


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

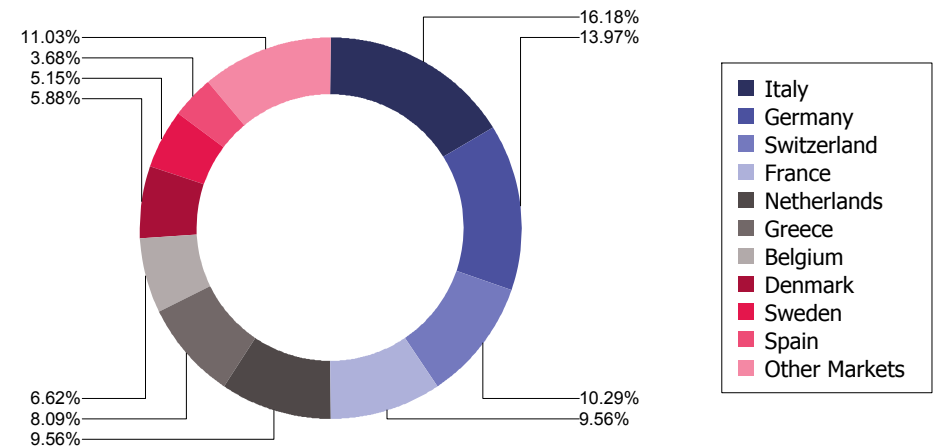
Vote Alignment with Management



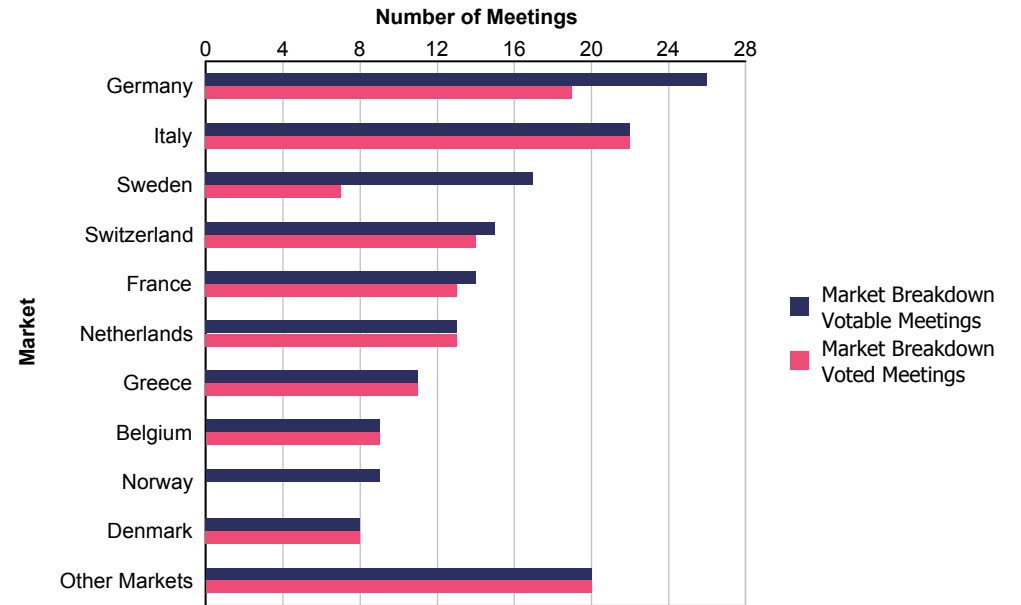
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Germany	26	19	73.08%
Italy	22	22	100.00%
Sweden	17	7	41.18%
Switzerland	15	14	93.33%
France	14	13	92.86%
Netherlands	13	13	100.00%
Greece	11	11	100.00%
Belgium	9	9	100.00%
Norway	9	0	0.00%
Denmark	8	8	100.00%
Spain	5	5	100.00%
Austria	4	4	100.00%
Finland	3	3	100.00%
Ireland	3	3	100.00%
Portugal	3	3	100.00%
Luxembourg	1	1	100.00%
United Kingdom	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
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings Until 2028)	Against
Stabilus SE	15-Feb-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Reelect Stephan Kessel to the Supervisory Board	Against
Stabilus SE	15-Feb-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Reelect Ralf-Michael Fuchs to the Supervisory Board	Against
Stabilus SE	15-Feb-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Reelect Dirk Linzmeier to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.1. Reelect Jon Fredrik Baksaas as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.5. Reelect Par Boman as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.7. Reelect Fredrik Lundberg as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.8. Reelect Ulf Riese as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	19. Reelect Par Boman as Board Chairman	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	20.2. Ratify Deloitte as Auditors	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	22. Amend Bank's Mainframe Computers Software	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	23. Approve Formation of Integration Institute	Against
Motor Oil (Hellas) Corinth Refineries SA	22-Mar-23	Greece	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	1. Approve Stock Award to Executives	Against
Motor Oil (Hellas) Corinth Refineries SA	22-Mar-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Restricted Stock Plan	Against
Motor Oil (Hellas) Corinth Refineries SA	22-Mar-23	Greece	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Stock Option Plan	Against
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Orion Oyj	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Against
Orion Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.1. Approve Termination of Anne-Helene Monsellato as Member of the Supervisory Board	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.2. Approve Termination of Grace Reksten Skaugen as Member of the Supervisory Board	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.3. Approve Termination of Steven Smith as Member of the Supervisory Board	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.4. Approve Termination of Anita Odedra as Member of the Supervisory Board	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.5. Approve Termination of Carl Trowell as Member of the Supervisory Board	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.3. Elect Julie De Nul as Independent Member of the Supervisory Board	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.4. Elect Catharina Scheers as Independent Member of the Supervisory Board	Against
Euronav NV	23-Mar-23	Belgium	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.5. Elect Patrick Molis as Independent Member of the Supervisory Board	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
NKT A/S	23-Mar-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	9. Ratify PWC as Auditors	Abstain
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.5. Reelect Soren Holm as Member of Committee of Representatives	Abstain
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.32. Reelect Henrik Hoffmann as Member of Committee of Representatives	Abstain
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Sandra Emme as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Urban Linsi as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Stefan Ranstrand as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.1. Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.2. Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.3. Appoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Implenia AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Kyrre Johansen as Director	Against
Implenia AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Martin Fischer as Director	Against
Implenia AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Kyrre Johansen as Member of the Compensation Committee	Against
Implenia AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Martin Fischer as Member of the Compensation Committee	Against
Implenia AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neste Corp.	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Holmen AB	28-Mar-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Fredrik Lundberg, Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson (Chair), Henrik Sjolund and Henriette Zeuchner as Directors; Elect Carina Akerstrom as Director	Against
Andritz AG	29-Mar-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Andritz AG	29-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	10.1. New/Amended Proposals from Shareholders	Against
Andritz AG	29-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	10.2. New/Amended Proposals from Management and Supervisory Board	Against
FLSmidth & Co. A/S	29-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Tom Knutzen as New Director	Abstain
FLSmidth & Co. A/S	29-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Mads Nipper as Director	Abstain
FLSmidth & Co. A/S	29-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.e. Reelect Thrasyvoulos Moraitis as Director	Abstain
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	Against
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only or Hybrid Shareholder Meetings	Against
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	9.1. New/Amended Proposals from Management and Supervisory Board	Against
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	9.2. New/Amended Proposals from Shareholders	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniCredit SpA	31-Mar-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
mobilezone holding ag	05-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
mobilezone holding ag	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	06-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Beat Kaelin as Director and Board Chair	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Andreas Haerberli as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Roland Siegwart as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Andreas Haerberli as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Beat Kaelin as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Roland Siegwart as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BFF Bank SpA	13-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
BFF Bank SpA	13-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Contro l Agreements	4. 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
BFF Bank SpA	13-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
BFF Bank SpA	13-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
TORM Plc	13-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
TORM Plc	13-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Christopher Boehringer as Director	Against
TORM Plc	13-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Annette Malm Justad as Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.f. Reelect Eduardo H. Cue as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Reelect Adam Keswick as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.c. Reelect Tufan Erginbilgic as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.e. Reelect Linda Knoll as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.f. Reelect Alessandro Nasi as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.h. Reelect Benoit Ribadeau-Dumas as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.i. Reelect Lorenzo Simonelli as Non-Executive Director	Against
Banca Mediolanum SpA	18-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	2.3. Approve Severance Payments Policy	Against
Banca Mediolanum SpA	18-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Long Term Incentive Plan 2023-2025	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banca Mediolanum SpA	18-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Piaggio & C SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Piaggio & C SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Piaggio & C SpA	18-Apr-23	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
Piaggio & C SpA	18-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Tecan Group AG	18-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ulrich Looser 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
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Markus Borchert as Director	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Ulrich Looser as Member of the Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Markus Borchert as Member of the Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Banca IFIS SpA	20-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Banca IFIS SpA	20-Apr-23	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	20-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	2.3. Amend 2021-2023 Long-Term Incentive Plan	Against
Banca IFIS SpA	20-Apr-23	Italy	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	3. Elect Sebastien Egon Furstenberg as Honorary Chairman	Against
Banca IFIS SpA	20-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	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-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Banco BPM SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7.1. Slate 1 Submitted by Management	Against
Banco BPM SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	7.2. Slate 2 Submitted by Shareholders - Employees	Against
Banco BPM SpA	20-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.2. Slate 2 Submitted by Foundations	Against
Banco BPM SpA	20-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.3. Slate 3 Submitted by DL Partners Opportunities Master Fund Ltd and DL Partners A Fund LP	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bilfinger SE	20-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Bilfinger SE	20-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Reply SpA	20-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4a. Approve Remuneration Policy	Against
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4b. Approve Second Section of the Remuneration Report	Against
Reply SpA	20-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Brembo SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8.1. Slate 1 Submitted by Nuova Fourb Srl	Against
Brembo SpA	20-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.1. Slate 1 Submitted by Nuova Fourb Srl	Against
Brembo SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy	Against
Brembo SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Second Section of the Remuneration Report	Against
Brembo SpA	20-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Verallia SA	25-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Michel Giannuzzi, Chairman and CEO from January 1, 2022 until May 11, 2022	Against
Boozt AB	26-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Royal Vopak NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect N. Giadrossi to Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.e. Approve Remuneration Report	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy for Executive Board	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	5.a. Reelect Rudolf Ferscha as Non-Executive Director	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2022-2024 Stock Grant Plan	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.3.1. Slate 1 Submitted by FORO DELLE ARTI SRL	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.1.1. Slate 1 Submitted by FORO DELLE ARTI SRL	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	1. Amend Company Bylaws Re: Article 6	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Schoeller-Bleckmann Oilfield Equipment AG	27-Apr-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Sonja Zimmermann as Supervisory Board Member	Against
Schoeller-Bleckmann Oilfield Equipment AG	27-Apr-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Schoeller-Bleckmann Oilfield Equipment AG	27-Apr-23	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	12. Approve Virtual-Only Shareholder Meetings	Against
FincoBank SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	7.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
FincoBank SpA	27-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Fernando Gumuzio Iniguez de Onzono 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
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	8. Reelect Ramon Delclaux as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	9. Elect Rita Maria de Noronha e Melo Santos Gallo as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Webuild SpA	27-Apr-23	Italy	G	Director Related - Board Related	Company-Specific Board-Related	1.2. Approve Not to Confirm the Co-opted Directors and Mandate to Convene a New Shareholders' Meeting to Appoint Two Directors	Against
Webuild SpA	27-Apr-23	Italy	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	2.2.2. Approve Dividend Distribution	Against
Webuild SpA	27-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1.1. Slate 1 Submitted by Salini SpA and CDP Equity SpA	Against
Webuild SpA	27-Apr-23	Italy	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	5.2. Authorize Ordinary and Savings Share Repurchase Program and Reissuance of Repurchased Ordinary and Savings Shares	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Amend Performance Shares Plan 2020-2022	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.1. Approve Remuneration Policy	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.2. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	28-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8.1. Slate 1 Submitted by Gruppo IPG Holding SpA	Against
Interpump Group SpA	28-Apr-23	Italy	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9. Elect Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Interpump Group SpA	28-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Interpump Group SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Interpump Group SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Saras SpA	28-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2.3.1. Slate 1 Submitted by Massimo Moratti Sapa di Massimo Moratti, Stella Holding SpA, and Angel Capital Management SpA	Against
Saras SpA	28-Apr-23	Italy	G	Non-Routine Business - Non-Routine Business	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	2.5. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Saras SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Saras SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Saras SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Unipol Gruppo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. Approve Remuneration Policy	Against
Unipol Gruppo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against
Unipol Gruppo SpA	28-Apr-23	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
Unipol Gruppo SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Altri SGPS SA	28-Apr-23	Portugal	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend Article 22	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Altri SGPS SA	28-Apr-23	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5. Elect Corporate Bodies for 2023-2025 Term	Against
Altri SGPS SA	28-Apr-23	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Galp Energia SGPS SA	03-May-23	Portugal	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors for 2023-2026 Term	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect Jim Pettigrew Director	Against
Glanbia Plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Donard Gaynor as Director	Against
Glanbia Plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	3d. Re-elect Roisin Brennan as Director	Against
Glanbia Plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	3k. Re-elect Dan O'Connor as Director	Against
AMG Advanced Metallurgical Group NV	04-May-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.a. Reelect Steve Hanke to Supervisory Board	Against
Banque Cantonale Vaudoise	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
HUGO BOSS AG	09-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Hexatronic Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Anders Persson (Chair) as Director	Against
Hexatronic Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against
Hexatronic Group AB	09-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.a. Reelect Anders Persson as Board Chair	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Beat Oberlin as Director	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Monica Dell'Anna 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
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Paolo Buzzi as Director	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Appoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Imerys SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of CEO	Against
Duerr AG	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Non-Routine Business - Non-Routine Business	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	4.4. Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.5.1. Slate 1 Submitted by Presa SpA and Fimedi SpA	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.1.1. Slate 1 Submitted by Presa SpA and Fimedi SpA	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.1. Approve Remuneration Policy	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.2. Approve Second Section of the Remuneration Report	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Interroll Holding AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Paul Zumbuehl as Director and Board Chair	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Stefano Mercorio as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.3. Reelect Ingo Specht as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Elena Cortona as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.5. Reelect Markus Asch as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Susanne Schreiber as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Markus Asch as Member of the Compensation Committee	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Stefano Mercorio as Member of the Compensation Committee	Against
Interroll Holding AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
New Wave Group AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Kinna Bellander, Jonas Eriksson, Torsten Jansson, Ralph Muhrad, Olof Persson, Ingrid Soderlund, and M. Johan Widerberg as Directors; Elect Isabella Jansson as New Director	Against
Coface SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against
NIBE Industrier AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	Against
AIXTRON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Kim Schindelhauer to the Supervisory Board	Against
E.ON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Erich Clementi to the Supervisory Board	Against
Euronav NV	17-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard 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
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generation as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sixt SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3e. Re-elect Eileen Fitzpatrick as Director	Against
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Richard Goulding as Director	Against
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect Patrick Kennedy as Director	Against
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3i. Re-elect Fiona Muldoon as Director	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Norbert Broger to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Nora Diepold to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Robert Friedmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Volker Kronseder to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Susanne Nonnast to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Petra Schadeberg-Herrmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stephan Seifert to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Matthias Winkler to the Supervisory Board	Against
SMA Solar Technology AG	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
SMA Solar Technology AG	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy for the Management Board	Against
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Vincent Paris, CEO from January 1, 2022 until February 28, 2022	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ulrike Brouzi to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Bernd Drouven to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Karin Hardekopf to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Gerald Heere to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Susanne Knorre to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Heinz Kreuzer to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Klaus Papenburg to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Joachim Schindler to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.9. Elect Heinz-Gerhard Wente to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.10. Elect Susanna Zapreva-Hennerbichler to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.11. Elect Frank Klingebiel to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
OVS SpA	31-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
OVS SpA	31-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
OVS SpA	31-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.3.1. Slate 1 Submitted by Tamburi Investment Partners SpA, String Srl, and Concerto Srl	Against
OVS SpA	31-May-23	Italy	G	Director Related - Board Related	Company-Specific Board-Related	4.5.2. Approve Remuneration of Directors	Against
OVS SpA	31-May-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.1.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
OVS SpA	31-May-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
OVS SpA	31-May-23	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1.2. Amend Company Bylaws Re: Article 15 and 24	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OVS SpA	31-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
TRATON SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
TRATON SE	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 200 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Mytilineos SA	01-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
Mytilineos SA	01-Jun-23	Greece	G	Director Election - Director Election	Elect Director	8. Elect Christos Gavalas as Director	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Directors (Bundled)	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	9. Approve Profit Distribution to Board Members and Management	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote on Remuneration Report	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Eric Elzvik as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Peter Mainz as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Christina Stercken as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Eric Elzvik as Member of the Compensation Committee	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Peter Mainz as Member of the Compensation Committee	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Piraeus Financial Holdings SA	27-Jun-23	Greece	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Elect Directors and Appoint Independent Directors (Bundled)	Against
Piraeus Financial Holdings SA	27-Jun-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	12. Approve Share Distribution Plan	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Monika Kruesi as Director	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Stephan Bross as Director	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Maria Vacalli as Director	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Stephan Bross as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Appoint Maria Vacalli as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
voestalpine AG	05-Jul-23	Austria	G	Routine Business - Routine Business	Other Business	9. New/Amended Proposals from Shareholders	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.6. Elect Nikolaos Velissariou as Director	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.8. Elect Fotios Tzigkos as Independent Director	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.9. Elect Marios Lasanianos as Independent Director	Against
Brembo SpA	27-Jul-23	Italy	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	1. Approve Change in the Location of the Company's Registered Headquarters to Amsterdam (Netherlands); Adopt New Bylaws	Against
Alpha Services & Holdings SA	27-Jul-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve Share Distribution Plan	Against
National Bank of Greece SA	28-Jul-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	11. Approve Share Distribution Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lagercrantz Group AB	29-Aug-23	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Fredrik Borjesson as Director	Against
Lagercrantz Group AB	29-Aug-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14. Elect Fredrik Borjesson as Board Chair	Against
Lagercrantz Group AB	29-Aug-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Nikesh Arora as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Clay Brendish as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keyu Jin as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Wendy Luhabe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Clay Brendish as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Keyu Jin as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ubisoft Entertainment SA	27-Sep-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Colruyt SA	27-Sep-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Colruyt SA	10-Oct-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	II.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Colruyt SA	10-Oct-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	II.2. Authorize Reissuance of Repurchased Shares that are Listed on the Primary Market of the Stock Exchange	Against
Colruyt SA	10-Oct-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	II.3. Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Against
Colruyt SA	10-Oct-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	II.4. Authorize Reissuance of Repurchased Shares	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Delfin Sarl	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate 1 Submitted by Delfin Sarl	Against
Melexis NV	29-Nov-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	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
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Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings Until 2028)	Against
Stabilus SE	15-Feb-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Reelect Stephan Kessel to the Supervisory Board	Against
Stabilus SE	15-Feb-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Reelect Ralf-Michael Fuchs to the Supervisory Board	Against
Stabilus SE	15-Feb-23	Luxembourg	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Reelect Dirk Linzmeier to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.1. Reelect Jon Fredrik Baksaas as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.5. Reelect Par Boman as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.7. Reelect Fredrik Lundberg as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.8. Reelect Ulf Riese as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	19. Reelect Par Boman as Board Chairman	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	20.2. Ratify Deloitte as Auditors	Against
Motor Oil (Hellas) Corinth Refineries SA	22-Mar-23	Greece	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	1. Approve Stock Award to Executives	Against
Motor Oil (Hellas) Corinth Refineries SA	22-Mar-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Restricted Stock Plan	Against
Motor Oil (Hellas) Corinth Refineries SA	22-Mar-23	Greece	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Stock Option Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Orion Oyj	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Against
Orion Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
NKT A/S	23-Mar-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	9. Ratify PWC as Auditors	Abstain
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.5. Reelect Soren Holm as Member of Committee of Representatives	Abstain
Sydbank A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives	5.32. Reelect Henrik Hoffmann as Member of Committee of Representatives	Abstain
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Sandra Emme as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Urban Linsi as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Stefan Ranstrand as Director	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.1. Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.2. Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.3. Appoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Against
BELIMO Holding AG	27-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Implenia AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Kyrre Johansen as Director	Against
Implenia AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Martin Fischer as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Implenia AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Kyrre Johansen as Member of the Compensation Committee	Against
Implenia AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Martin Fischer as Member of the Compensation Committee	Against
Implenia AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Neste Corp.	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Holmen AB	28-Mar-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Fredrik Lundberg, Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson (Chair), Henrik Sjolund and Henriette Zeuchner as Directors; Elect Carina Akerstrom as Director	Against
Andritz AG	29-Mar-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
FLSmidth & Co. A/S	29-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Tom Knutzen as New Director	Abstain
FLSmidth & Co. A/S	29-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Mads Nipper as Director	Abstain
FLSmidth & Co. A/S	29-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.e. Reelect Thrasyvoulos Moraitis as Director	Abstain
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	Against
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only or Hybrid Shareholder Meetings	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
mobilezone holding ag	05-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
mobilezone holding ag	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	06-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Beat Kaelin as Director and Board Chair	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Andreas Haeberli as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Roland Siegwart as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Andreas Haeberli as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Beat Kaelin as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Roland Siegwart as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BFF Bank SpA	13-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
BFF Bank SpA	13-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	4. Approve Severance Payments Policy	Against
BFF Bank SpA	13-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
TORM Plc	13-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
TORM Plc	13-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Christopher Boehringer as Director	Against
TORM Plc	13-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Annette Malm Justad as Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.f. Reelect Eduardo H. Cue as Non-Executive Director	Against
Ferrari NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Reelect Adam Keswick as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.c. Reelect Tufan Erginbilgic as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.e. Reelect Linda Knoll as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.f. Reelect Alessandro Nasi as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.h. Reelect Benoit Ribadeau-Dumas as Non-Executive Director	Against
Iveco Group NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.i. Reelect Lorenzo Simonelli as Non-Executive Director	Against
Banca Mediolanum SpA	18-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	2.3. Approve Severance Payments Policy	Against
Banca Mediolanum SpA	18-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Long Term Incentive Plan 2023-2025	Against
Piaggio & C SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Piaggio & C SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Piaggio & C SpA	18-Apr-23	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
Tecan Group AG	18-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ulrich Looser as Director	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Markus Borchert as Director	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Ulrich Looser as Member of the Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Markus Borchert as Member of the Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Banca IFIS SpA	20-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Banca IFIS SpA	20-Apr-23	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	20-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	2.3. Amend 2021-2023 Long-Term Incentive Plan	Against
Banca IFIS SpA	20-Apr-23	Italy	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	3. Elect Sebastien Egon Furstenberg as Honorary Chairman	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	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-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Banco BPM SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7.1. Slate 1 Submitted by Management	Against
Bilfinger SE	20-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Bilfinger SE	20-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Reply SpA	20-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4a. Approve Remuneration Policy	Against
Reply SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4b. Approve Second Section of the Remuneration Report	Against
Brembo SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy	Against
Brembo SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Second Section of the Remuneration Report	Against
Verallia SA	25-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Michel Giannuzzi, Chairman and CEO from January 1, 2022 until May 11, 2022	Against
Boozt AB	26-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Royal Vopak NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect N. Giadrossi to Supervisory Board	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.e. Approve Remuneration Report	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy for Executive Board	Against
Flow Traders Ltd.	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	5.a. Reelect Rudolf Ferscha as Non-Executive Director	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2022-2024 Stock Grant Plan	Against
Brunello Cucinelli SpA	27-Apr-23	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	1. Amend Company Bylaws Re: Article 6	Against
Schoeller-Bleckmann Oilfield Equipment AG	27-Apr-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Sonja Zimmermann as Supervisory Board Member	Against
Schoeller-Bleckmann Oilfield Equipment AG	27-Apr-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schoeller-Bleckmann Oilfield Equipment AG	27-Apr-23	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	12. Approve Virtual-Only Shareholder Meetings	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Fernando Gumuzio Iniguez de Onzono as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	8. Reelect Ramon Delclaux as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	9. Elect Rita Maria de Noronha e Melo Santos Gallo as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Webuild SpA	27-Apr-23	Italy	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	5.2. Authorize Ordinary and Savings Share Repurchase Program and Reissuance of Repurchased Ordinary and Savings Shares	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Amend Performance Shares Plan 2020-2022	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.1. Approve Remuneration Policy	Against
Webuild SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.2. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Saras SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Saras SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Unipol Gruppo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. Approve Remuneration Policy	Against
Unipol Gruppo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Unipol Gruppo SpA	28-Apr-23	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
Altri SGPS SA	28-Apr-23	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5. Elect Corporate Bodies for 2023-2025 Term	Against
Altri SGPS SA	28-Apr-23	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Galp Energia SGPS SA	03-May-23	Portugal	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors for 2023-2026 Term	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect Jim Pettigrew Director	Against
Glanbia Plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Donard Gaynor as Director	Against
Glanbia Plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	3d. Re-elect Roisin Brennan as Director	Against
Glanbia Plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	3k. Re-elect Dan O'Connor as Director	Against
AMG Advanced Metallurgical Group NV	04-May-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.a. Reelect Steve Hanke to Supervisory Board	Against
Banque Cantonale Vaudoise	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
HUGO BOSS AG	09-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Hexatronic Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Anders Persson (Chair) as Director	Against
Hexatronic Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against
Hexatronic Group AB	09-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.a. Reelect Anders Persson as Board Chair	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Beat Oberlin as Director	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Monica Dell'Anna as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Paolo Buzzi as Director	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Appoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	10-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Imerys SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of CEO	Against
Duerr AG	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.1. Approve Remuneration Policy	Against
Buzzi Unicem SpA	12-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.2. Approve Second Section of the Remuneration Report	Against
Interroll Holding AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Paul Zumbuehl as Director and Board Chair	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Stefano Mercorio as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.3. Reelect Ingo Specht as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Elena Cortona as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.5. Reelect Markus Asch as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Susanne Schreiber as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Markus Asch as Member of the Compensation Committee	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Stefano Mercorio as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Interroll Holding AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
New Wave Group AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Kinna Bellander, Jonas Eriksson, Torsten Jansson, Ralph Muhlrad, Olof Persson, Ingrid Soderlund, and M. Johan Widerberg as Directors; Elect Isabella Jansson as New Director	Against
Coface SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against
NIBE Industrier AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	Against
AIXTRON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Kim Schindelbauer to the Supervisory Board	Against
E.ON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Erich Clementi to the Supervisory Board	Against
Euronav NV	17-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generation as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sixt SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3e. Re-elect Eileen Fitzpatrick as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Richard Goulding as Director	Against
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect Patrick Kennedy as Director	Against
Bank of Ireland Group Plc	23-May-23	Ireland	G	Director Election - Director Election	Elect Director	3i. Re-elect Fiona Muldoon as Director	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Norbert Broger to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Nora Diepold to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Robert Friedmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Volker Kronseder to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Susanne Nonnast to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Petra Schadeberg-Herrmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stephan Seifert to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Matthias Winkler to the Supervisory Board	Against
SMA Solar Technology AG	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
SMA Solar Technology AG	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy for the Management Board	Against
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Vincent Paris, CEO from January 1, 2022 until February 28, 2022	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ulrike Brouzi to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Bernd Drouven to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Karin Hardekopf 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
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Gerald Heere to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Susanne Knorre to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Heinz Kreuzer to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Klaus Papenburg to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Joachim Schindler to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.9. Elect Heinz-Gerhard Wenthe to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.10. Elect Susanna Zapreva-Hennerbichler to the Supervisory Board	Against
Salzgitter AG	25-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.11. Elect Frank Klingebiel to the Supervisory Board	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
OVS SpA	31-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
OVS SpA	31-May-23	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 Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OVS SpA	31-May-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
TRATON SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
TRATON SE	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 200 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Mytilineos SA	01-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
Mytilineos SA	01-Jun-23	Greece	G	Director Election - Director Election	Elect Director	8. Elect Christos Gavalas as Director	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Directors (Bundled)	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	9. Approve Profit Distribution to Board Members and Management	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Advisory Vote on Remuneration Report	Against
Motor Oil (Hellas) Corinth Refineries SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Eric Elzvik as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Peter Mainz as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Christina Stercken as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Eric Elzvik as Member of the Compensation Committee	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Peter Mainz as Member of the Compensation Committee	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Piraeus Financial Holdings SA	27-Jun-23	Greece	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	8. Elect Directors and Appoint Independent Directors (Bundled)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Piraeus Financial Holdings SA	27-Jun-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	12. Approve Share Distribution Plan	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Monika Kruesi as Director	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Stephan Bross as Director	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Maria Vacalli as Director	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Stephan Bross as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Appoint Maria Vacalli as Member of the Nomination and Compensation Committee	Against
Burckhardt Compression Holding AG	01-Jul-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.6. Elect Nikolaos Velissariou as Director	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.8. Elect Fotios Tzigkos as Independent Director	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.9. Elect Marios Lasanianos as Independent Director	Against
Brembo SpA	27-Jul-23	Italy	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	1. Approve Change in the Location of the Company's Registered Headquarters to Amsterdam (Netherlands); Adopt New Bylaws	Against
Alpha Services & Holdings SA	27-Jul-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve Share Distribution Plan	Against
National Bank of Greece SA	28-Jul-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	11. Approve Share Distribution Plan	Against
Lagercrantz Group AB	29-Aug-23	Sweden	G	Director Election - Director Election	Elect Director	13.1. Reelect Fredrik Borjesson as Director	Against
Lagercrantz Group AB	29-Aug-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14. Elect Fredrik Borjesson as Board Chair	Against
Lagercrantz Group AB	29-Aug-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Nikesh Arora as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Clay Brendish as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keyu Jin as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Wendy Luhabe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Clay Brendish as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Keyu Jin as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ubisoft Entertainment SA	27-Sep-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Colruyt SA	27-Sep-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Colruyt SA	10-Oct-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	II.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Colruyt SA	10-Oct-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	II.2. Authorize Reissuance of Repurchased Shares that are Listed on the Primary Market of the Stock Exchange	Against
Colruyt SA	10-Oct-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	II.3. Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Colruyt SA	10-Oct-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	II.4. Authorize Reissuance of Repurchased Shares	Against
Melexis NV	29-Nov-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
Indutrade AB	29-Mar-23	Annual	Sweden	1686040	Rejected - Rejected - Documentation
Skanska AB	29-Mar-23	Annual	Sweden	1686927	Rejected - Rejected - No Valid POA
Norske Skog ASA	20-Apr-23	Annual	Norway	1702550	
Aurubis AG	16-Feb-23	Annual	Germany	1703026	Rejected - Rejected - Overvote
Suedzucker AG	13-Jul-23	Annual	Germany	1703095	Rejected - Rejected - Account Discrepancy
The Swatch Group AG	10-May-23	Annual	Switzerland	1706795	
Munters Group AB	17-May-23	Annual	Sweden	1708773	Rejected - Rejected - No Valid POA
GFT Technologies SE	22-Jun-23	Annual	Germany	1710312	Rejected - Rejected - Documentation
Gerresheimer AG	07-Jun-23	Annual	Germany	1710353	Rejected - Rejected - Documentation
Norske Skog ASA	09-Mar-23	Extraordinary Shareholders	Norway	1715604	
Skandinaviska Enskilda Banken AB	04-Apr-23	Annual	Sweden	1717263	Rejected - Rejected - No Valid POA
Avanza Bank Holding AB	30-Mar-23	Annual	Sweden	1718621	Rejected - Rejected - No Valid POA
Petroleum Geo-Services ASA	26-Apr-23	Annual	Norway	1719518	
Boliden AB	25-Apr-23	Annual	Sweden	1720439	Rejected - Rejected - Overvote
SSAB AB	18-Apr-23	Annual	Sweden	1722758	Rejected - Rejected - No Valid POA
Elekta AB	24-Aug-23	Annual	Sweden	1722769	Rejected - Rejected - No Valid POA
TGS ASA	10-May-23	Annual	Norway	1722830	

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
Storebrand ASA	13-Apr-23	Annual	Norway	1723175	
Aker Solutions ASA	13-Apr-23	Annual	Norway	1723178	
WALLENIIUS WILHELMSEN ASA	26-Apr-23	Annual	Norway	1723181	
Europris ASA	20-Apr-23	Annual	Norway	1723184	
Sweco AB	20-Apr-23	Annual	Sweden	1723620	Rejected - Rejected - No Valid POA
Bravida Holding AB	28-Apr-23	Annual	Sweden	1723629	Rejected - Rejected - Late
Interparfums	21-Apr-23	Annual/Special	France	1726240	
Hochtief AG	26-Apr-23	Annual	Germany	1730404	Rejected - Rejected - Documentation
Norwegian Air Shuttle ASA	23-May-23	Annual	Norway	1753414	
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Extraordinary Shareholders	Germany	1757576	Rejected - Rejected - Documentation
Nagarro SE	21-Jun-23	Annual	Germany	1757957	Rejected - Rejected - Documentation

PARAMETERS

ESG Pillar: All Pillars
Market Indexes: All Indexes
Markets: All Markets
Proposal Category: All Categories
Proposal Subcategory: All Subcategories
Account Watchlist: None
Country Watchlist: None
Issuer Type Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
WorkflowTag: All Meetings