

Board Statistics Report



Parameters Used:

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

Meeting Overview

Category	Number	Percentage
Number of votable meetings	117	
Number of meetings voted	100	85.47%
Number of meetings with at least 1 vote Against, Withhold or Abstain	81	69.23%

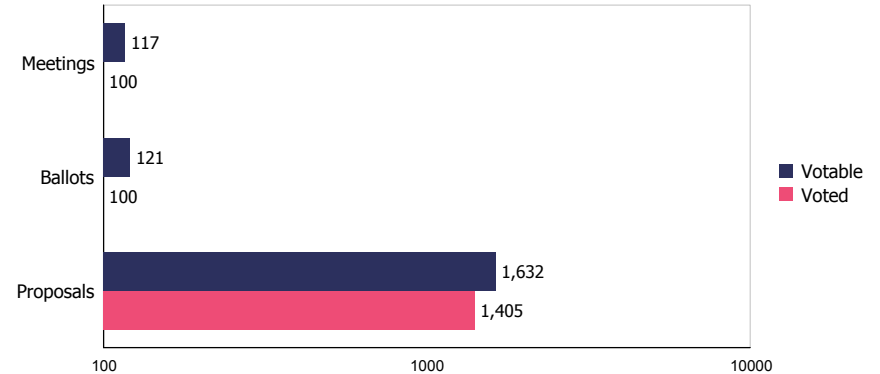
Ballot Overview

Category	Number	Percentage
Number of votable ballots	121	
Number of ballots voted	100	82.64%

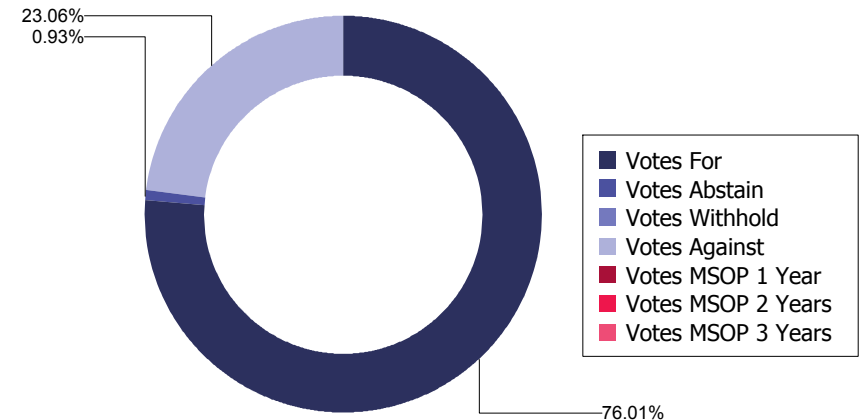
Proposal Overview

Category	Number	Percentage
Number of votable items	1,632	
Number of items voted	1,405	86.09%
Number of votes FOR	1,068	76.01%
Number of votes AGAINST	324	23.06%
Number of votes ABSTAIN	13	0.93%
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	1,405	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,102	78.43%
Number of votes Against Mgmt	303	21.57%
Number of votes on MSOP (exclude frequency)	101	7.19%
Number of votes on Shareholder Proposals	55	3.91%

Voting Statistics



Vote Cast Statistics

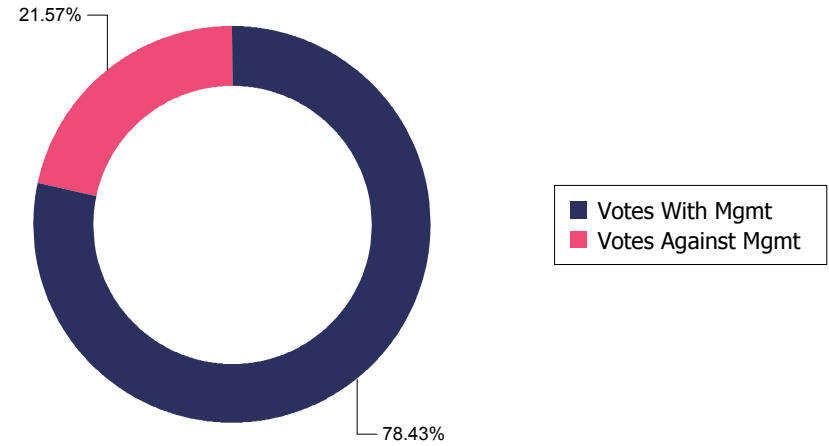


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

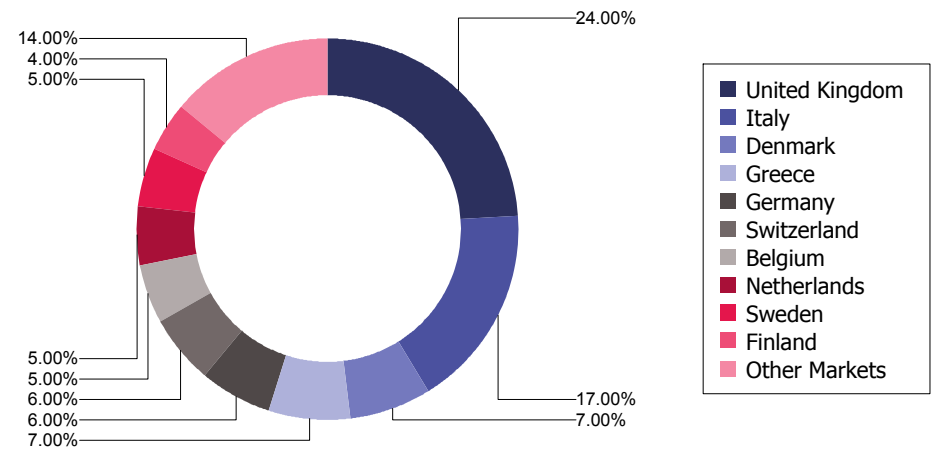
Vote Alignment with Management



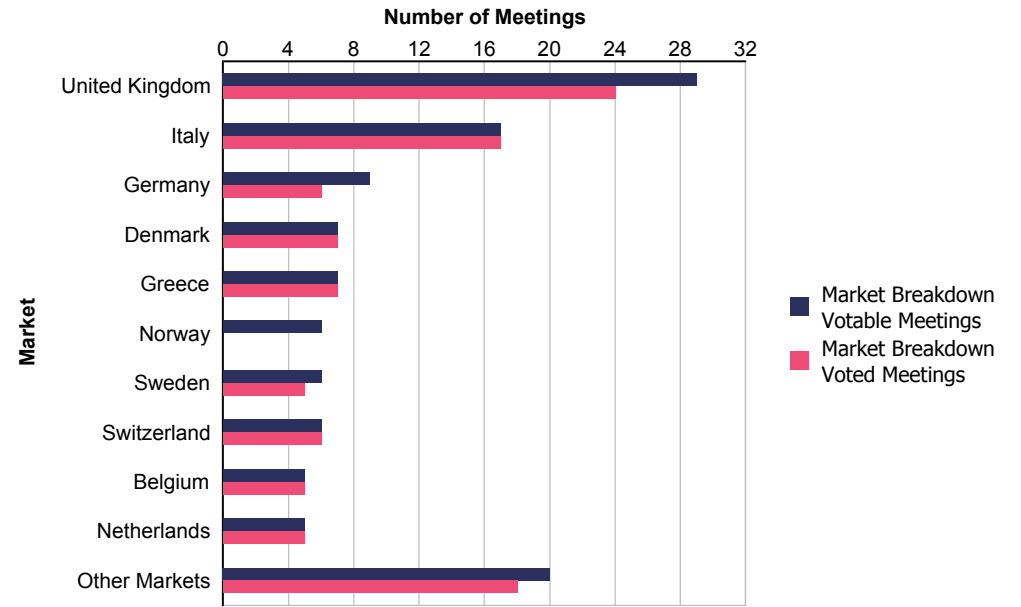
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
United Kingdom	29	24	82.76%
Italy	17	17	100.00%
Germany	9	6	66.67%
Denmark	7	7	100.00%
Greece	7	7	100.00%
Norway	6	0	0.00%
Sweden	6	5	83.33%
Switzerland	6	6	100.00%
Belgium	5	5	100.00%
Netherlands	5	5	100.00%
Finland	4	4	100.00%
France	4	4	100.00%
Austria	3	3	100.00%
Luxembourg	3	3	100.00%
Bermuda	2	1	50.00%
Marshall Isl	2	1	50.00%
Spain	2	2	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
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.1. Reelect Klaus Nyborg as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.2. Reelect Johanne Riegels Ostergard as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.3. Reelect Karsten Knudsen as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.5. Elect Other Candidate as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.6. Elect Other Candidate as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	F.1. Approve Remuneration Report (Advisory Vote)	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Silvan Meier as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Heinz Roth as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Heinz Wiedmer as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Alexander Zschokke as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7. Reelect Silvan Meier as Board Chair	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Silvan Meier as Member of the Compensation Committee	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.2. Reappoint Heinz Roth as Member of the Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.3. Reappoint Heinz Wiedmer as Member of the Compensation Committee	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.4. Reappoint Alexander Zschokke as Member of the Compensation Committee	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	12.2. Approve Remuneration of Executive Committee in the Amount of CHF 1.7 Million for Fiscal Year 2022	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Kemira Oyj	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kemira Oyj	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Fix Number of Directors at Eight; Reelect Tina Sejersgard Fano, Werner Fuhrmann, Matti Kahkonen (Chair), Timo Lappalainen, Annika Paasikivi (Vice-Chair) and Kristian Pullola as Directors; Elect Fernanda Lopes Larsen and Mikael Staffas as New Directors	Against
Kemira Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	15. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Spar Nord Bank A/S	22-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Per Nikolaj Bukh as Director	Abstain
Spar Nord Bank A/S	22-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.b. Elect Lisa Lund Holst as New Director	Abstain
Spar Nord Bank A/S	22-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.c. Elect Michael Lundgaard Thomsen as New Director	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
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/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Implenia AG	28-Mar-23	Switzerland	G	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
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
Kempower Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kempower Oyj	30-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Tero Era, Antti Kemppe (Chair), Kimmo Kemppe, Teresa Kemppe-Vasama, Vesa Laisi (Vice Chair) and Eriikka Soderstrom as Directors; Elect Olli Lauren as New Director	Against
Kempower Oyj	30-Mar-23	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Kempower Oyj	30-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
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	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

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	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Contractual 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
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
D'Amico International Shipping SA	18-Apr-23	Luxembourg	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve DIS 2022-2024 Medium-Long Term Incentive Plan	Against
D'Amico International Shipping SA	18-Apr-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve 2023 General Remuneration Policy and 2022 Remuneration Report	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
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

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (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 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
TXT e-solutions SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	6. Approve Stock Option Plan 2023	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8.1. Slate 1 Submitted by Laserline SpA	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	10.1. Slate 1 Submitted by Laserline SpA	Against
TXT e-solutions 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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cementir Holding NV	20-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
Cementir Holding NV	20-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
PIERER Mobility AG	21-Apr-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PIERER Mobility AG	21-Apr-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	10. Elect Friedrich Roithner as Supervisory Board Member	Against
PIERER Mobility AG	21-Apr-23	Austria	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	11. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	Against
PIERER Mobility AG	21-Apr-23	Austria	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	12. Approve Creation of EUR 4.4 Million Pool of Capital to Guarantee Conversion Rights	Against
Interparfums	21-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Philippe Benacin as Director	Against
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Chairman and CEO	Against
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Philippe Benacin, Chairman and CEO	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.4. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.a. Reelect Emmanuel Bussetil as Director	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.d. Reelect Roberto Isolani 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
EFG International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.i. Reelect Bernd-A. von Maltzan as Director	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.1. Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.2. Reappoint Bernd-A. von Maltzan as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.4. Appoint Boris Collardi as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.5. Appoint Roberto Isolani as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Apr-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11.1. Approve Creation of Capital Band within the Upper Limit of CHF 199.2 Million and the Lower Limit of CHF 106.3 Million with or without Exclusion of Preemptive Rights	Against
EFG International AG	21-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
EFG International AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	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
Credito Emiliano SpA	26-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Contractual Agreements	5b. Approve Severance Payments Policy	Against
Credito Emiliano SpA	26-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5c. Approve Second Section of the 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
Viscofan SA	26-Apr-23	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Jose Domingo de Ampuero y Osma as 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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.3. Approve Second Section of the Remuneration Report	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3.2.1. Elect Directors (Bundled)	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Director Related - Board Related	Fix Board Terms for Directors	3.2.2. Fix Board Terms for Directors	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	3.2.3. Approve Remuneration of Directors	Against
Sanlorenzo 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
Salcef Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Stock Grant Plan 2023 - 2026	Against
Salcef Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Performance Share Plan 2023 - 2024	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

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	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Incap Oyj	27-Apr-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
X-FAB Silicon Foundries SE	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	7. Reelect Viinvlin BV, Permanently Represented by Ling Qi, as Director and Approve Their Remuneration	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
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
Seche Environnement SA	28-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Seche Environnement SA	28-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Seche Environnement SA	28-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Seche Environnement SA	28-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Zignago Vetro SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zignago Vetro SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Robin Freestone as Director	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Peter Duffy as Director	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sarah Warby as Director	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Caroline Britton as Director	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lesley Jones as Director	Against
Collector Bank AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	15.a1. Reelect Erik Selin as Director	Against
Collector Bank AB	04-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.b. Reelect Erik Selin as Board Chairman	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
Elmos Semiconductor SE	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Elmos Semiconductor SE	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Elmos Semiconductor SE	10-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9.1. Approve Virtual-Only Shareholder Meetings Until 2028	Against
SOL SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
SOL SpA	10-May-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	6.1. Slate 1 Submitted by Gas and Technologies World BV	Against
SOL SpA	10-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Reelect Natalie Hayday to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Reelect Rolf Lutz to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Reelect Diana Rauhut to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Reelect Juergen Schaubel to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Reelect Stefan Sommer to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Karsten Kuehl to the Supervisory Board	Against
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Charles Allen, Lord of Kensington as Director	Against
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Stephen Billingham as Director	Against
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Stuart Doughty as Director	Against
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Barbara Moorhouse as Director	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lotus Bakeries NV	12-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Lotus Bakeries NV	12-May-23	Belgium	G	Director Election - Director Election	Elect Director	10. Elect LEMA BV, Permanently Represented by Michel Moortgat, as Independent Director	Against
Lotus Bakeries NV	12-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	11. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Lotus Bakeries NV	12-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	13. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Brian Williamson as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	7. Re-elect Malcolm Furbert as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	8. Re-elect Elizabeth Murphy as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	9. Re-elect Richard Sandor as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	10. Re-elect Ken Randall as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	11. Re-elect Michelle Smith as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Markus Gyax as Director and Board Chair	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect Roger Harlacher as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.2. Reappoint Markus Gyax as Member of the Nomination and Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.3. Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	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
Lookers Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Robin Churchouse as Director	Against
Lookers Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Paul Van der Burgh as Director	Against
4imprint Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Charles Brady as Director	Against
4imprint Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect John Gibney as Director	Against
4imprint Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Christina Southall as Director	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
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Alan Giddins as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tony Quinlan as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Mark Reckitt 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
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Pete Raby as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Leigh-Ann Russell as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Farrokh Batliwala as Director	Against
SUESS MicroTec SE	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	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
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
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
D'Amico International Shipping SA	13-Jun-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	3. Amend Authorised Share Capital and Remove Preferential Subscription Rights of Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Amico International Shipping SA	13-Jun-23	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	5. Amend Articles of Association Re: Authorised Share Capital	Against
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	2.b. Approve Remuneration of Directors	Against
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Beneteau SA	15-Jun-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 Mentioning the Absence of New Transactions	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy of Corporate Officers	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bruno Thivoyon, CEO	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Gianguido Girotti, Vice-CEO	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jerome de Metz, Former Chairman and CEO	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Jean-Paul Chapeleau, Former Vice-CEO	Against
Beneteau SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Louis-Claude Roux as Director	Against
Beneteau SA	15-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Card Factory Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Paul Moody as Director	Against
Card Factory Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Roger Whiteside as Director	Against
Card Factory Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Robert McWilliam as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Atkins 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
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kal Atwal as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Horst Baier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Fumbi Chima as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Adam Crozier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Chris Kennedy as Director	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
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Charter Compensation-Related	4.2. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.3. Approve Variable Remuneration of Directors in the Amount of CHF 166,026	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.4. Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Gilbert Achermann as Director and Board Chair	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Paul Fonteyne as Director	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Simon Michel as Director	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.2. Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Against
Ypsomed Holding AG	28-Jun-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
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5C. Re-elect Ian Burke as Director	Against
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5D. Re-elect Zarin Patel as Director	Against
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5E. Re-elect Dennis Millard as Director	Against
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5F. Re-elect Susan Dawson as Director	Against
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Patrick De Smedt as Director	Against
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Mike Phillips as Director	Against
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Erika Schraner as Director	Against
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Alison Vincent as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sally Cabrini as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Myrtle Dawes as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Anthony Green as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Claire Hawkings as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jane Lodge as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Peter Lynas 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
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect David Martin as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Derek Mapp as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jennifer Duvalier as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Mary Reilly as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Roger Yates as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Chet Patel as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Salma Shah as 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
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
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Rosie Shapland as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Gill Barr as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Giles Kerr as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Rakesh Sharma as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Ben Wishart as Director	Against
Jet2 Plc	07-Sep-23	United Kingdom	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
Jet2 Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Philip Meeson 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
Jet2 Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robin Terrell as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Kate Swann as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Keens as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Susan Hooper as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect ShanMae Teo as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Niall Wass as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	15. Amend Long Term Incentive Plan	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Neil Carson as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Elect Reshma Ramachandran as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Nigel Sheinwald as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Mary Waldner as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Alison Wood as Director	Against
Games Workshop Group Plc	20-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect John Brewis as Director	Against
Games Workshop Group Plc	20-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Kate Marsh as Director	Against
Games Workshop Group Plc	20-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Randal Casson as Director	Against
AO World Plc	27-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Geoff Cooper as Director	Against
AO World Plc	27-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Chris Hopkinson as Director	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
CA Immobilien Anlagen AG	10-Nov-23	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
CA Immobilien Anlagen AG	10-Nov-23	Austria	G	Routine Business - Routine Business	Other Business	3.1. New/Amended Proposals from Management and Supervisory Board	Against
CA Immobilien Anlagen AG	10-Nov-23	Austria	G	Routine Business - Routine Business	Other Business	3.2. New/Amended Proposals from Shareholders	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Matthew Lester as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Andrew Davies as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Justin Atkinson as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Alison Atkinson as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Chris Browne as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Clive Watson as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Sir Will Adderley as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Alison Brittain 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
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Marion Sears as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ian Bull as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Arja Taaveniku as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect William Reeve as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Peter Ruis as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Vijay Talwar as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Kelly Devine as Director	Against
Okeanis Eco Tankers Corp.	30-Nov-23	Marshall Isl	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Approve Amendment and Restatement of the Company's Amended and Restated Articles of Incorporation	Against
Okeanis Eco Tankers Corp.	30-Nov-23	Marshall Isl	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Approve Amendment and Restatement of the Company's Second Amended and Restated Bylaw	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
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.1. Reelect Klaus Nyborg as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.2. Reelect Johanne Riegels Ostergard as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.3. Reelect Karsten Knudsen as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.5. Elect Other Candidate as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	D.6. Elect Other Candidate as Director	Abstain
D/S Norden A/S	09-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	F.1. Approve Remuneration Report (Advisory Vote)	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Silvan Meier as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Heinz Roth as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Heinz Wiedmer as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Alexander Zschokke as Director	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	7. Reelect Silvan Meier as Board Chair	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Silvan Meier as Member of the Compensation Committee	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.2. Reappoint Heinz Roth as Member of the Compensation Committee	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.3. Reappoint Heinz Wiedmer as Member of the Compensation Committee	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.4. Reappoint Alexander Zschokke as Member of the Compensation Committee	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	12.2. Approve Remuneration of Executive Committee in the Amount of CHF 1.7 Million for Fiscal Year 2022	Against
Meier Tobler Group AG	13-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Kemira Oyj	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kemira Oyj	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Fix Number of Directors at Eight; Reelect Tina Sejersgard Fano, Werner Fuhrmann, Matti Kahkonen (Chair), Timo Lappalainen, Annika Paasikivi (Vice-Chair) and Kristian Pullola as Directors; Elect Fernanda Lopes Larsen and Mikael Staffas as New Directors	Against
Kemira Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	15. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Spar Nord Bank A/S	22-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Per Nikolaj Bukh as Director	Abstain
Spar Nord Bank A/S	22-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.b. Elect Lisa Lund Holst as New Director	Abstain
Spar Nord Bank A/S	22-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.c. Elect Michael Lundgaard Thomsen as New Director	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
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
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 Thrasylvoulos Moraitis as Director	Abstain
Kempower Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kempower Oyj	30-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Tero Era, Antti Kemppi (Chair), Kimmo Kemppi, Teresa Kemppi-Vasama, Vesa Laisi (Vice Chair) and Eriikka Soderstrom as Directors; Elect Olli Lauren as New Director	Against
Kempower Oyj	30-Mar-23	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Kempower Oyj	30-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
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	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
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
D'Amico International Shipping SA	18-Apr-23	Luxembourg	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve DIS 2022-2024 Medium-Long Term Incentive Plan	Against
D'Amico International Shipping SA	18-Apr-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve 2023 General Remuneration Policy and 2022 Remuneration Report	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
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

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	5.3. 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
TXT e-solutions SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
TXT e-solutions SpA	20-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	6. Approve Stock Option Plan 2023	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
Cementir Holding NV	20-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
Cementir Holding NV	20-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
PIERER Mobility AG	21-Apr-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PIERER Mobility AG	21-Apr-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	10. Elect Friedrich Roithner as Supervisory Board Member	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PIERER Mobility AG	21-Apr-23	Austria	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	11. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	Against
PIERER Mobility AG	21-Apr-23	Austria	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	12. Approve Creation of EUR 4.4 Million Pool of Capital to Guarantee Conversion Rights	Against
Interparfums	21-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Philippe Benacin as Director	Against
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Chairman and CEO	Against
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Philippe Benacin, Chairman and CEO	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Against
EFG International AG	21-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.4. Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.a. Reelect Emmanuel Bussetil as Director	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.d. Reelect Roberto Isolani as Director	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1.i. Reelect Bernd-A. von Maltzan as Director	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.1. Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.2. Reappoint Bernd-A. von Maltzan as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.4. Appoint Boris Collardi as Member of the Compensation and Nomination Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EFG International AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1.5. Appoint Roberto Isolani as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Apr-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11.1. Approve Creation of Capital Band within the Upper Limit of CHF 199.2 Million and the Lower Limit of CHF 106.3 Million with or without Exclusion of Preemptive Rights	Against
EFG International AG	21-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	11.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
EFG International AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	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
Credito Emiliano SpA	26-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	5b. Approve Severance Payments Policy	Against
Credito Emiliano SpA	26-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5c. Approve Second Section of the 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
Viscofan SA	26-Apr-23	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Jose Domingo de Ampuero y Osma as 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
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.3. Approve Second Section of the Remuneration Report	Against
Salcef Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Stock Grant Plan 2023 - 2026	Against
Salcef Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Performance Share Plan 2023 - 2024	Against

Analysis of Votes Against Management (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	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
Incap Oyj	27-Apr-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
X-FAB Silicon Foundries SE	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	7. Reelect Vlinvlin BV, Permanently Represented by Ling Qi, as Director and Approve Their Remuneration	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
Seche Environnement SA	28-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Seche Environnement SA	28-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Seche Environnement SA	28-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	17. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Seche Environnement SA	28-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Zignago Vetro SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Zignago Vetro SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Robin Freestone as Director	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Peter Duffy as Director	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sarah Warby as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Caroline Britton as Director	Against
Moneysupermarket.com Group Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lesley Jones as Director	Against
Collector Bank AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	15.a1. Reelect Erik Selin as Director	Against
Collector Bank AB	04-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.b. Reelect Erik Selin as Board Chairman	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
Elmos Semiconductor SE	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Elmos Semiconductor SE	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Elmos Semiconductor SE	10-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9.1. Approve Virtual-Only Shareholder Meetings Until 2028	Against
SOL SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Reelect Natalie Hayday to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Reelect Rolf Lutz to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Reelect Diana Rauhut to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Reelect Juergen Schaubel to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Reelect Stefan Sommer to the Supervisory Board	Against
JOST Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Karsten Kuehl to the Supervisory Board	Against
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Charles Allen, Lord of Kensington as Director	Against
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Stephen Billingham as Director	Against
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Stuart Doughty as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Balfour Beatty Plc	12-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Barbara Moorhouse as Director	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
Lotus Bakeries NV	12-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Lotus Bakeries NV	12-May-23	Belgium	G	Director Election - Director Election	Elect Director	10. Elect LEMA BV, Permanently Represented by Michel Moortgat, as Independent Director	Against
Lotus Bakeries NV	12-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	11. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
Lotus Bakeries NV	12-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	13. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Brian Williamson as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	7. Re-elect Malcolm Furbert as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	8. Re-elect Elizabeth Murphy as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	9. Re-elect Richard Sandor as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	10. Re-elect Ken Randall as Director	Against
Conduit Holdings Ltd.	17-May-23	Bermuda	G	Director Election - Director Election	Elect Director	11. Re-elect Michelle Smith as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Markus Gygax as Director and Board Chair	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Maya Bundt as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect Roger Harlacher as Director	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.2. Reappoint Markus Gyax as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.3. Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	Against
Valiant Holding AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	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
Lookers Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Robin Churchouse as Director	Against
Lookers Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Paul Van der Burgh as Director	Against
4imprint Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Charles Brady as Director	Against
4imprint Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect John Gibney as Director	Against
4imprint Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Christina Southall as Director	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
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Alan Giddins as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tony Quinlan as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Mark Reckitt as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Pete Raby as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Leigh-Ann Russell as Director	Against
Hill & Smith Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Farrokh Batliwala as Director	Against
SUESS MicroTec SE	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	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	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	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
D'Amico International Shipping SA	13-Jun-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	3. Amend Authorised Share Capital and Remove Preferential Subscription Rights of Shareholders	Against
D'Amico International Shipping SA	13-Jun-23	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	5. Amend Articles of Association Re: Authorised Share Capital	Against
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	2.b. Approve Remuneration of Directors	Against
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Beneteau SA	15-Jun-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 Mentioning the Absence of New Transactions	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy of Corporate Officers	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bruno Thivoyon, CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Gianguido Girotti, Vice-CEO	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jerome de Metz, Former Chairman and CEO	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Jean-Paul Chapeleau, Former Vice-CEO	Against
Beneteau SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Louis-Claude Roux as Director	Against
Beneteau SA	15-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Beneteau SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Card Factory Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Paul Moody as Director	Against
Card Factory Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Roger Whiteside as Director	Against
Card Factory Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Robert McWilliam as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Atkins as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kal Atwal as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Horst Baier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Fumbi Chima as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Adam Crozier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Chris Kennedy as Director	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Charter Compensation-Related	4.2. Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.3. Approve Variable Remuneration of Directors in the Amount of CHF 166,026	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.4. Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Gilbert Achermann as Director and Board Chair	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Paul Fonteyne as Director	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Simon Michel as Director	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Against
Ypsomed Holding AG	28-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.2. Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Against
Ypsomed Holding AG	28-Jun-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
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5C. Re-elect Ian Burke as Director	Against
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5D. Re-elect Zarin Patel as Director	Against
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5E. Re-elect Dennis Millard as Director	Against
Pets At Home Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5F. Re-elect Susan Dawson as Director	Against
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Patrick De Smedt as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Mike Phillips as Director	Against
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Erika Schraner as Director	Against
Bytes Technology Group Plc	12-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Alison Vincent as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sally Cabrini as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Myrtle Dawes as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Anthony Green as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Claire Hawkings as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jane Lodge as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Peter Lynas as Director	Against
FirstGroup Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect David Martin as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Derek Mapp as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jennifer Duvalier as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Mary Reilly as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Roger Yates as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Chet Patel as Director	Against
MITIE Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Salma Shah as 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
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Rosie Shapland as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Gill Barr as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Giles Kerr as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Rakesh Sharma as Director	Against
PayPoint Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Ben Wishart as Director	Against
Jet2 Plc	07-Sep-23	United Kingdom	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
Jet2 Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Philip Meeson as Director	Against
Jet2 Plc	07-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robin Terrell as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Kate Swann as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Keens as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Susan Hooper as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect ShanMae Teo as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Niall Wass as Director	Against
Moonpig Group Plc	19-Sep-23	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	15. Amend Long Term Incentive Plan	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Neil Carson as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Elect Reshma Ramachandran as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Nigel Sheinwald as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Mary Waldner as Director	Against
Oxford Instruments Plc	19-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Alison Wood as Director	Against
Games Workshop Group Plc	20-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect John Brewis as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Games Workshop Group Plc	20-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Kate Marsh as Director	Against
Games Workshop Group Plc	20-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Randal Casson as Director	Against
AO World Plc	27-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Geoff Cooper as Director	Against
AO World Plc	27-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Chris Hopkinson as Director	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
CA Immobilien Anlagen AG	10-Nov-23	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Matthew Lester as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Andrew Davies as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Justin Atkinson as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Alison Atkinson as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Chris Browne as Director	Against
Kier Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Clive Watson as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Sir Will Adderley as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Alison Brittain as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Marion Sears as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ian Bull as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Arja Taaveniku as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect William Reeve as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Peter Ruis as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Vijay Talwar as Director	Against
Dunelm Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Kelly Devine as Director	Against
Okeanis Eco Tankers Corp.	30-Nov-23	Marshall Isl	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Approve Amendment and Restatement of the Company's Amended and Restated Articles of Incorporation	Against
Okeanis Eco Tankers Corp.	30-Nov-23	Marshall Isl	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Approve Amendment and Restatement of the Company's Second Amended and Restated Bylaw	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
Norske Skog ASA	20-Apr-23	Annual	Norway	1702550	
Fielmann AG	13-Jul-23	Annual	Germany	1703074	Rejected - Rejected - Account Discrepancy
Suedzucker AG	13-Jul-23	Annual	Germany	1703095	Rejected - Rejected - Account Discrepancy
CentralNic Group Plc	24-Apr-23	Annual	United Kingdom	1707575	Rejected - Rejected - Overvote
Munters Group AB	17-May-23	Annual	Sweden	1708773	Rejected - Rejected - No Valid POA
Norske Skog ASA	09-Mar-23	Extraordinary Shareholders	Norway	1715604	
Hoegh Autoliners ASA	25-Apr-23	Annual	Norway	1719520	
WALLENIIUS WILHELMSEN ASA	26-Apr-23	Annual	Norway	1723181	

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
Europris ASA	20-Apr-23	Annual	Norway	1723184	
Protector Forsikring ASA	30-Mar-23	Annual	Norway	1725241	
Metro Bank PLC	26-Apr-23	Annual	United Kingdom	1729045	Rejected - Rejected - Overvote
Hochtief AG	26-Apr-23	Annual	Germany	1730404	Rejected - Rejected - Documentation
Metro Bank PLC	26-Apr-23	Special	United Kingdom	1732346	Rejected - Rejected - Overvote
Stolt-Nielsen Ltd.	20-Apr-23	Annual	Bermuda	1732381	
Metro Bank PLC	26-Apr-23	Court	United Kingdom	1732537	Rejected - Rejected - Overvote
Okeanis Eco Tankers Corp.	26-May-23	Annual	Marshall Isl	1741843	
Odfjell Technology Ltd.	20-Jun-23	Annual	United Kingdom	1763348	

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