

Board Statistics Report



Parameters Used:

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

Meeting Overview

Category	Number	Percentage
Number of votable meetings	75	
Number of meetings voted	74	98.67%
Number of meetings with at least 1 vote Against, Withhold or Abstain	53	70.67%

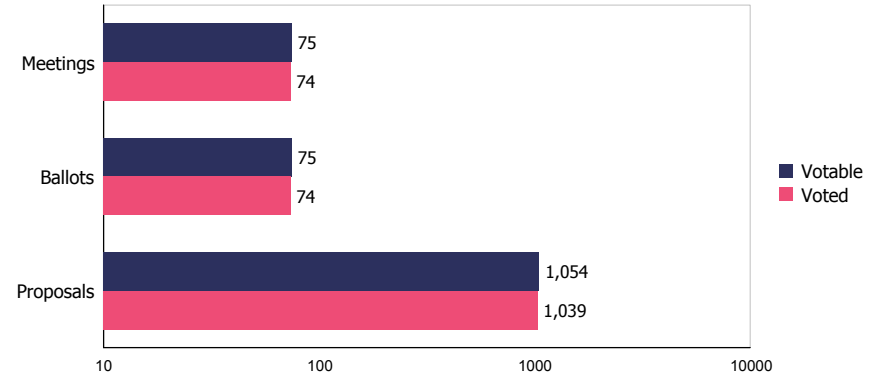
Ballot Overview

Category	Number	Percentage
Number of votable ballots	75	
Number of ballots voted	74	98.67%

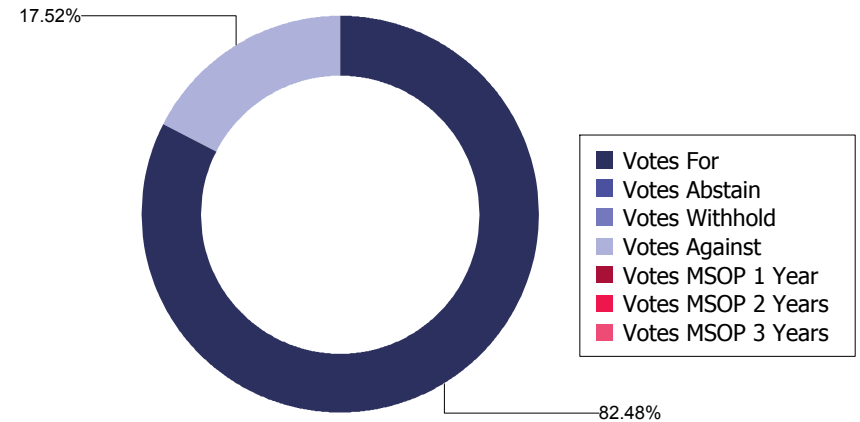
Proposal Overview

Category	Number	Percentage
Number of votable items	1,054	
Number of items voted	1,039	98.58%
Number of votes FOR	857	82.48%
Number of votes AGAINST	182	17.52%
Number of votes ABSTAIN	0	0.00%
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	1,039	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	889	85.56%
Number of votes Against Mgmt	150	14.44%
Number of votes on MSOP (exclude frequency)	100	9.62%
Number of votes on Shareholder Proposals	41	3.95%

Voting Statistics



Vote Cast Statistics

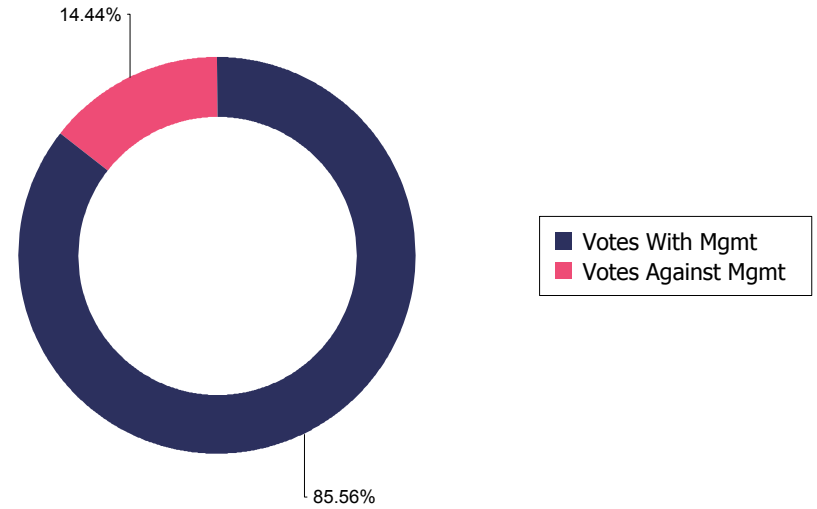


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

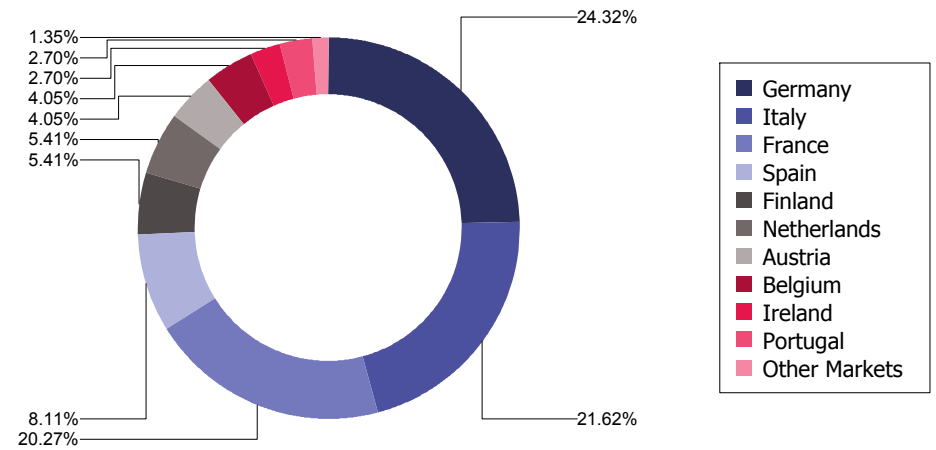
Vote Alignment with Management



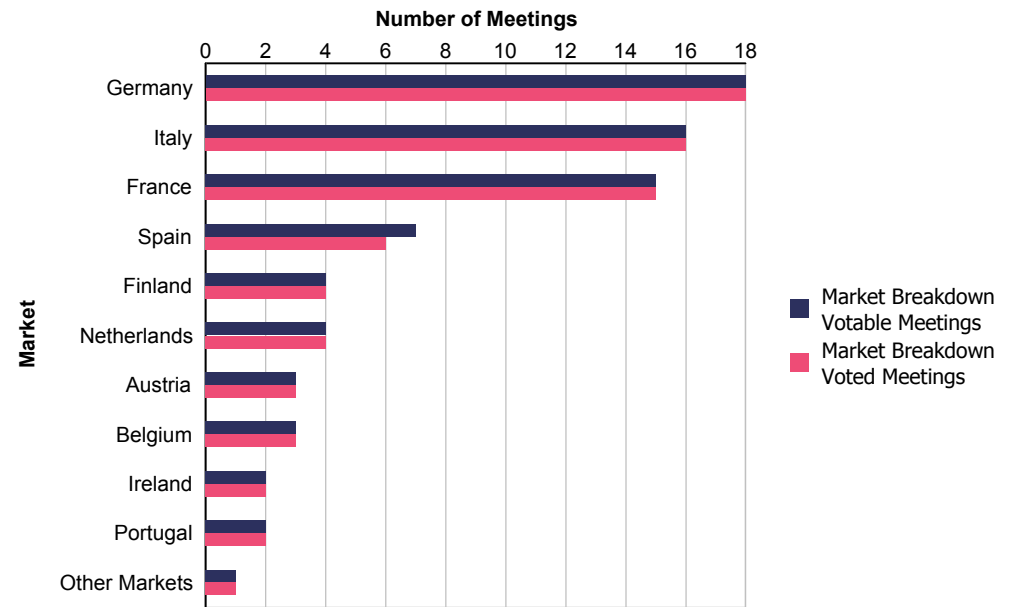
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Germany	18	18	100.00%
Italy	16	16	100.00%
France	15	15	100.00%
Spain	7	6	85.71%
Finland	4	4	100.00%
Netherlands	4	4	100.00%
Austria	3	3	100.00%
Belgium	3	3	100.00%
Ireland	2	2	100.00%
Portugal	2	2	100.00%
Greece	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kone Oyj	28-Feb-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.d. Reelect Antti Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Company Business; General Meeting Participation	Against
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Vaisala Oyj	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Antti Jaaskelainen, Jukka Rinnevaara and Raimo Voipio as Directors	Against
Vaisala Oyj	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: Remote Meeting and Number of Board Members	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
UniCredit SpA	31-Mar-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
NOS SGPS SA	05-Apr-23	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Amend Remuneration Policy	Against
NOS SGPS SA	05-Apr-23	Portugal	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	7. Elect Joao Nonell Gunther Amaral as Remuneration Committee Member	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
Prysmian SpA	19-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
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
Esprinet SpA	20-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Verallia SA	25-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Michel Giannuzzi, Chairman and CEO from January 1, 2022 until May 11, 2022	Against
Safilo Group SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Safilo Group SpA	27-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
Safilo Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan 2023-2025	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Safilo Group SpA	27-Apr-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 Multibrands Italy BV	Against
Safilo Group SpA	27-Apr-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 BDL Capital Management	Against
Safilo Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	1. Authorize Board to Increase Capital to Service Stock Option Plan 2023-2025	Against
Safilo Group 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
FinecoBank SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	7.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
FinecoBank 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
Rai Way SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
Rai Way SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	7.1. Slate 1 Submitted by Radiotelevisione Italiana SpA	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rai Way SpA	27-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Fernando Gumuzio Iniguez de Onzono as Director	Against
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
Barco NV	27-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Barco NV	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Frank Donck as Independent Director	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
Intesa Sanpaolo 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

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	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
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect Jim Pettigrew Director	Against
CIE Automotive SA	04-May-23	Spain	G	Director Election - Director Election	Elect Director	6. Ratify Appointment of and Elect Abanti Sankaranarayanan as Director	Against
CIE Automotive SA	04-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
CIE Automotive SA	04-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
ENCE Energia y Celulosa, SA	04-May-23	Spain	G	Director Election - Director Election	Elect Director	6. Reelect Ignacio de Colmenares Brunet as Director	Against
HUGO BOSS AG	09-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Carmila SA	11-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Marie Cheval, Chairman and CEO	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Sebastien Vanhooove, Vice-CEO	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Vice-CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carmila SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	19. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Carmila SA	11-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	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
CTS Eventim AG & Co. KGaA	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. 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
Puulo Oyj	16-May-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Bent Holm, Mammu Kaario, Rasmus Molander and Markku Tuomaala as Directors; Elect Lasse Aho (Chair) and Tuomas Piirtola as New Directors	Against
Puulo Oyj	16-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Coface SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against
JCDecaux SE	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Emmanuel Bastide, David Bourg and Daniel Hofer, Management Board Members	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.3 Million	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.3 Million	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 2.3 Million	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	26. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
JCDecaux SE	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JCDecaux SE	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	29. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generacion as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
The Navigator Co. SA	17-May-23	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5. Elect Corporate Bodies for 2023-2025 Term	Against
Sixt SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Vincent Paris, CEO from January 1, 2022 until February 28, 2022	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OVS SpA	31-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Edith Hlawati as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Karin Exner-Woehrer as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Stefan Fuernsinn as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Carlos Elizondo as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Elect Alejandro Jimenez as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Oscar Von Hauske Solis as Supervisory Board Member	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Isabelle Guichot, CEO	Against
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Evelyne Chetrite, Vice-CEO	Against
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Judith Milgrom, Vice-CEO	Against
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Ilan Chetrite, Vice-CEO	Against
GFT Technologies SE	22-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
GFT Technologies SE	22-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Fielmann AG	13-Jul-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	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
ATOSS Software AG	15-Sep-23	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	1. Approve Increase in Size of Board to Four Members and Right of Shareholder to Appoint a Member of the Supervisory Board	Against
Ubisoft Entertainment SA	27-Sep-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
eDreams ODIGEO SA	27-Sep-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Delfin Sarl	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate 1 Submitted by Delfin Sarl	Against
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3e. Re-elect Helen Kirkpatrick as Director	Against
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Alan Ralph as Director	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kone Oyj	28-Feb-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.d. Reelect Antti Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Company Business; General Meeting Participation	Against
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Vaisala Oyj	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Antti Jaaskelainen, Jukka Rinnevaara and Raimo Voipio as Directors	Against
Vaisala Oyj	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: Remote Meeting and Number of Board Members	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
NOS SGPS SA	05-Apr-23	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Amend Remuneration Policy	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
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Brembo SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy	Against
Brembo SpA	20-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Second Section of the Remuneration Report	Against
Verallia SA	25-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Michel Giannuzzi, Chairman and CEO from January 1, 2022 until May 11, 2022	Against
Safilo Group SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Safilo Group SpA	27-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
Safilo Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan 2023-2025	Against
Safilo Group SpA	27-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	1. Authorize Board to Increase Capital to Service Stock Option Plan 2023-2025	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rai Way SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Fernando Gumuzio Iniguez de Onzono as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	8. Reelect Ramon Delclaux as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Director Election - Director Election	Elect Director	9. Elect Rita Maria de Noronha e Melo Santos Gallo as Director	Against
Vidrala SA	27-Apr-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Barco NV	27-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Barco NV	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Frank Donck as Independent Director	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
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
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect Jim Pettigrew Director	Against
CIE Automotive SA	04-May-23	Spain	G	Director Election - Director Election	Elect Director	6. Ratify Appointment of and Elect Abanti Sankaranarayanan as Director	Against
CIE Automotive SA	04-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CIE Automotive SA	04-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
ENCE Energia y Celulosa, SA	04-May-23	Spain	G	Director Election - Director Election	Elect Director	6. Reelect Ignacio de Colmenares Brunet as Director	Against
HUGO BOSS AG	09-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Carmila SA	11-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Marie Cheval, Chairman and CEO	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Sebastien Vanhoove, Vice-CEO	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Carmila SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Vice-CEO	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	19. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Carmila SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Carmila SA	11-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	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
CTS Eventim AG & Co. KGaA	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Puilo Oyj	16-May-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Bent Holm, Mammu Kaario, Rasmus Molander and Markku Tuomaala as Directors; Elect Lasse Aho (Chair) and Tuomas Piirtola as New Directors	Against
Puilo Oyj	16-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Coface SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	15. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against
JCDecaux SE	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Emmanuel Bastide, David Bourg and Daniel Hofer, Management Board Members	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.3 Million	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.3 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 2.3 Million	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
JCDecaux SE	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	26. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
JCDecaux SE	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Against
JCDecaux SE	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	29. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generaction as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
The Navigator Co. SA	17-May-23	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5. Elect Corporate Bodies for 2023-2025 Term	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sixt SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Vincent Paris, CEO from January 1, 2022 until February 28, 2022	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
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
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Edith Hlawati 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
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Karin Exner-Woehrer as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Stefan Fuernsinn as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Carlos Elizondo as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Elect Alejandro Jimenez as Supervisory Board Member	Against
Telekom Austria AG	07-Jun-23	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Oscar Von Hauske Solis as Supervisory Board Member	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
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Isabelle Guichot, CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Evelyne Chetrite, Vice-CEO	Against
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Judith Milgrom, Vice-CEO	Against
SMCP SA	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Ilan Chetrite, Vice-CEO	Against
GFT Technologies SE	22-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
GFT Technologies SE	22-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Fielmann AG	13-Jul-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	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
ATOSS Software AG	15-Sep-23	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	1. Approve Increase in Size of Board to Four Members and Right of Shareholder to Appoint a Member of the Supervisory Board	Against
Ubisoft Entertainment SA	27-Sep-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
eDreams ODIGEO SA	27-Sep-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Against
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3e. Re-elect Helen Kirkpatrick as Director	Against
Origin Enterprises Plc	16-Nov-23	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Alan Ralph as Director	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
ATRESMEDIA Corporacion de Medios de Comunicacion SA	26-Apr-23	Annual	Spain	1733432	Rejected - Rejected - Overvote

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