

# Board Statistics Report



## Parameters Used:

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

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	65	
Number of meetings voted	64	98.46%
Number of meetings with at least 1 vote Against, Withhold or Abstain	62	95.38%

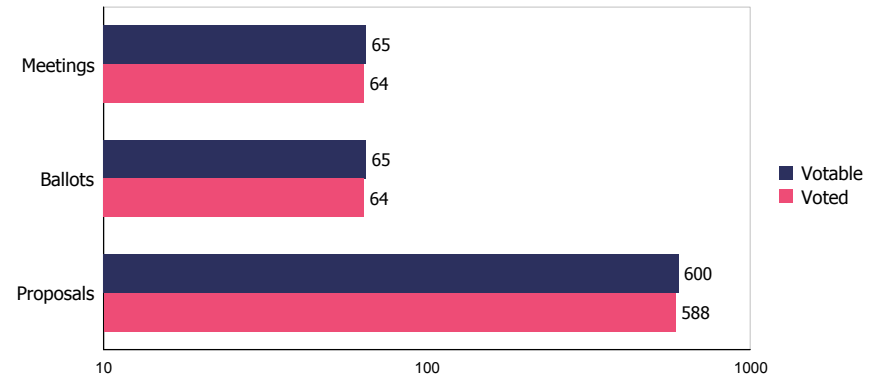
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	65	
Number of ballots voted	64	98.46%

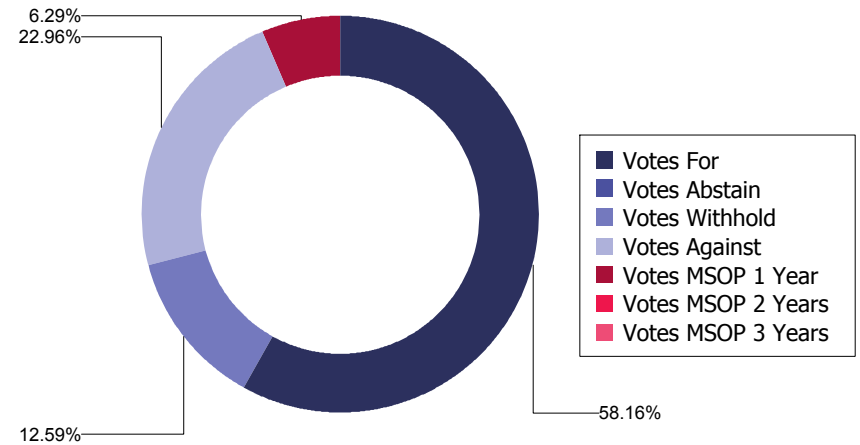
## Proposal Overview

Category	Number	Percentage
Number of votable items	600	
Number of items voted	588	98.00%
Number of votes FOR	342	58.16%
Number of votes AGAINST	135	22.96%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	74	12.59%
Number of votes on MSOP Frequency 1 Year	37	6.29%
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	588	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	374	63.61%
Number of votes Against Mgmt	214	36.39%
Number of votes on MSOP (exclude frequency)	57	9.69%
Number of votes on Shareholder Proposals	7	1.19%

## Voting Statistics



## Vote Cast Statistics

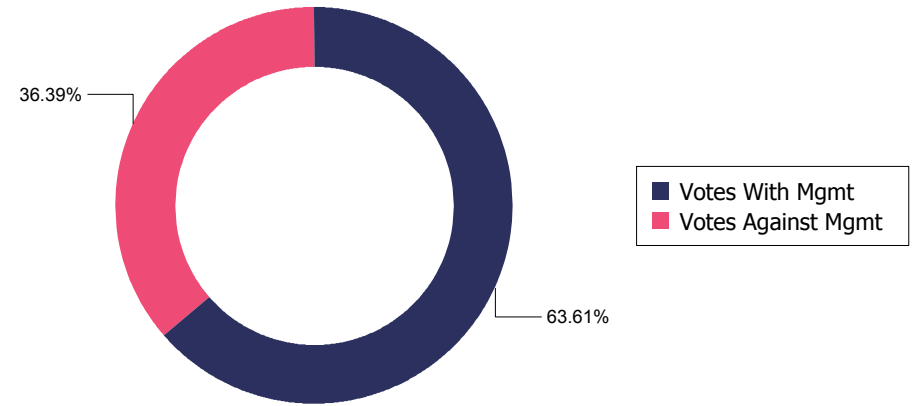


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

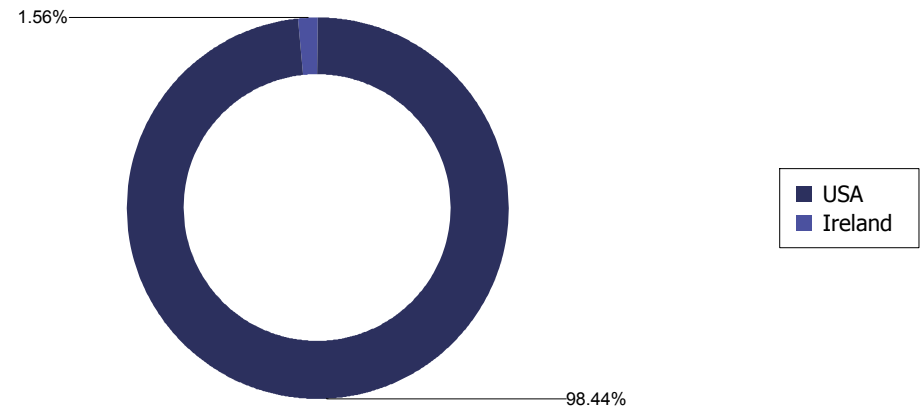
### Vote Alignment with Management



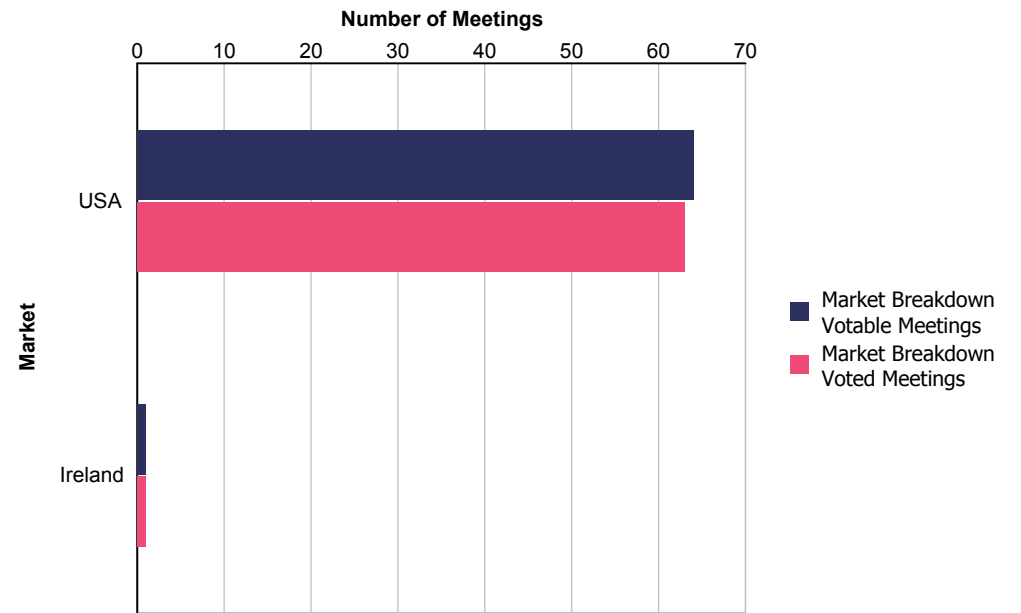
### Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	64	63	98.44%
Ireland	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
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Steven A. Raymund	Against
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David M. Stout	Against
Model N, Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tim Adams	Withhold
Model N, Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Manisha Shetty Gulati	Withhold
Clearfield, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ronald G. Roth	Against
Clearfield, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Donald R. Hayward	Against
Clearfield, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Walter Jones, Jr.	Against
Clearfield, Inc.	23-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Delaney M. Bellinger	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Belgacem Chariag	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kevin G. Cramton	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Randy A. Foutch	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jose R. Mas	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas A. Petrie	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Donald F. Robillard, Jr.	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John D. Zeglis	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Braden R. Kelly	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James D. Kirsner	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Joanna Rees	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Blake W. Augsburg	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert E. Bartels, Jr.	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Emily E. Pichon	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director M. Scott Welch	Withhold
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Earl H. Nemser	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Milan Galik	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul J. Brody	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lawrence E. Harris	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Philip Uhde	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nicole Yuen	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jill Bright	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Valmont Industries, Inc.	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ritu Favre	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Eileen A. Kamerick	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gale E. Klappa	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Cory L. Nettles	Withhold
RPC, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jerry W. Nix	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RPC, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Gunning	Withhold
RPC, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ben M. Palmer	Withhold
Lantheus Holdings, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Heinz Mausli	Against
Lantheus Holdings, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Julie McHugh	Against
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brent B. Bickett	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ganesh B. Rao	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah A. Farrington	Withhold
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Diane M. Aigotti	Against
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James B. Ream	Against
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Adam L. Stanley	Against
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Paul G. Yovovich	Against
Main Street Capital Corporation	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director J. Kevin Griffin	Against
Main Street Capital Corporation	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Brian E. Lane	Against
Main Street Capital Corporation	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Dunia A. Shive	Against
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Carlos M. Cardoso	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Anthony J. Guzzi	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Neal J. Keating	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bonnie C. Lind	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director John G. Russell	Withhold
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Remove One-Year Holding Period Requirement to Call Special Meeting	Against
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Maria A. Crowe	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Elizabeth A. Harrell	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John A. Luke, Jr.	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christopher L. Mapes	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Frank C. Sullivan	Withhold
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas Brown	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paula Cholmondeley	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert East	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen Franklin	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter Kenny	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CNO Financial Group, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen N. David	Against
CNO Financial Group, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David B. Foss	Against
CNO Financial Group, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Maurer	Against
Wabash National Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Therese M. Bassett	Against
Wabash National Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry J. Magee	Against
Wabash National Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ann D. Murtlow	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John Barr	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lisa Davis	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kimberly McWaters	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Greg Smith	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Ronald Steinhart	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director H. Brian Thompson	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	2. Amend Certificate of Incorporation to Allow Exculpation of Officers	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Ramsey	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marty Reaume	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sempowski Ward	Against
Huron Consulting Group Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James H. Roth	Withhold
Huron Consulting Group Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H. Eugene Lockhart	Withhold
Huron Consulting Group Inc.	15-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cactus, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gary Rosenthal	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis W. Adkins, Jr.	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter R. Barsz	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Frank J. Palermo, Jr.	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Steven J. Weingarten	Withhold
OraSure Technologies, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mara G. Aspinall	Against
OraSure Technologies, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Preferred Bank	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Clark Hsu	Withhold
Preferred Bank	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Chih-wei Wu	Withhold
Preferred Bank	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gary S. Nunnely	Withhold
NOV Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Greg L. Armstrong	Against
NOV Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eric L. Mattson	Against
NOV Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert S. Welborn	Against
NOV Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Engagesmart, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Matthew G. Hamilton	Withhold
Engagesmart, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David Mangum	Withhold
Engagesmart, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Raph Osness	Withhold
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director K. Gunnar Bjorklund	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Bush	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon D. Garrett	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephen D. Milligan	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patricia H. Mueller	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director George P. Orban	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Larree M. Renda	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against
Arhaus, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Rick Doody	Withhold
Arhaus, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrea Hyde	Withhold
Arhaus, Inc.	18-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Merit Medical Systems, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David K. Floyd	Against
Merit Medical Systems, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lynne N. Ward	Against
Merit Medical Systems, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Super Micro Computer, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sherman Tuan	Withhold
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James I. Freeman	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rob C. Holmes	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reynie Rutledge	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director J.C. Watts, Jr.	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nick White	Against
Old Second Bancorp, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John Ladowicz	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Old Second Bancorp, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Billy J. Lyons, Jr.	Against
Banner Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David A. Klaue	Against
HealthStream, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeffrey L. McLaren	Withhold
HealthStream, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Eskind Rebrovick	Withhold
HealthStream, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Anne M. Cooney	Withhold
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Bobby J. Griffin	Withhold
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James L. Singleton	Withhold
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Easwaran Sundaram	Withhold
WESCO International, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James Beer	Withhold
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cain A. Hayes	Withhold
DocuSign, Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Payoneer Global Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amir Goldman	Withhold
Payoneer Global Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ulta Beauty, Inc.	01-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify Ernst & Young LLP as Auditors	Against
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Rohit Bhagat	Withhold
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Bryan Lin	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lei Wang	Withhold
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Update the Exculpation Provision	Against
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James R. Scapa	Withhold
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen Earhart	Withhold
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Pamella J. Dana	Against
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Miguel A. Capriles L.	Against
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Samantha Holroyd	Against
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John A. Quelch	Against
American Eagle Outfitters, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sujatha Chandrasekaran	Against
Qualys, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Wendy M. Pfeiffer	Withhold
OneSpan Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Garry Capers	Against
OneSpan Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sarika Garg	Against
OneSpan Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marianne Johnson	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stuart M. Brightman	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Amy H. Nelson	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Melvin G. Riggs	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Michael Roemer	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Oxford Industries, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director E. Jenner Wood, III	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Weatherford International plc	15-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Benjamin C. Duster, IV	Against
Weatherford International plc	15-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Neal P. Goldman	Against
Weatherford International plc	15-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Jacqueline C. Mutschler	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Vikram Pandit	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Som Mittal	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nitin Sahney	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Gyenes	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Jones	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher Lafond	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Dianne Ledingham	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sharon Rowlands	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Larry Weber	Against
Pegasystems Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Owl Rock Capital Corporation	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric Kaye	Against
Owl Rock Capital Corporation	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Victor Woolridge	Against
Masimo Corporation	26-Jun-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1a. Elect Management Nominee Director H Michael Cohen	Withhold
Masimo Corporation	26-Jun-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1b. Elect Management Nominee Director Julie A. Shimer	Withhold
Masimo Corporation	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hercules Capital, Inc.	20-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pam Randhawa	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Allegro MicroSystems, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard R. Lury	Withhold
e.l.f. Beauty, Inc.	24-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Maureen Watson	Withhold
e.l.f. Beauty, Inc.	24-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jean Madar	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Philippe Benacin	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Philippe Santi	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Francois Heilbronn	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert Bensoussan	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Veronique Gabai-Pinsky	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gilbert Harrison	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michel Atwood	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Gerard Kappauf ("Kappauf")	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Saratoga Investment Corp.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director G. Cabell Williams	Withhold
OSI Systems, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kelli Bernard	Against
OSI Systems, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James B. Hawkins	Against
OSI Systems, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Meyer Luskin	Against
OSI Systems, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	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
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Steven A. Raymund	Against
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David M. Stout	Against
Model N, Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tim Adams	Withhold
Model N, Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Manisha Shetty Gulati	Withhold
Clearfield, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ronald G. Roth	Against
Clearfield, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Donald R. Hayward	Against
Clearfield, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Walter Jones, Jr.	Against
Clearfield, Inc.	23-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Delaney M. Bellinger	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Belgacem Chariag	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kevin G. Cramton	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Randy A. Foutch	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jose R. Mas	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas A. Petrie	Against

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Donald F. Robillard, Jr.	Against
Helmerich & Payne, Inc.	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John D. Zeglis	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Braden R. Kelly	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James D. Kirsner	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Joanna Rees	Against
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Blake W. Augsburg	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert E. Bartels, Jr.	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Emily E. Pichon	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director M. Scott Welch	Withhold
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Earl H. Nemser	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Milan Galik	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul J. Brody	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lawrence E. Harris	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Philip Uhde	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William Peterffy	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nicole Yuen	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jill Bright	Against
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Interactive Brokers Group, Inc.	20-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Valmont Industries, Inc.	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ritu Favre	Withhold



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Eileen A. Kamerick	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gale E. Klappa	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Cory L. Nettles	Withhold
RPC, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jerry W. Nix	Withhold
RPC, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Gunning	Withhold
RPC, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ben M. Palmer	Withhold
RPC, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Lantheus Holdings, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Heinz Mausli	Against
Lantheus Holdings, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Julie McHugh	Against
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brent B. Bickett	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ganesh B. Rao	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah A. Farrington	Withhold
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Diane M. Aigotti	Against
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James B. Ream	Against
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Adam L. Stanley	Against
GATX Corporation	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Paul G. Yovovich	Against
Main Street Capital Corporation	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director J. Kevin Griffin	Against
Main Street Capital Corporation	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Brian E. Lane	Against
Main Street Capital Corporation	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Dunia A. Shive	Against
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Carlos M. Cardoso	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Anthony J. Guzzi	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Neal J. Keating	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bonnie C. Lind	Withhold
Hubbell Incorporated	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director John G. Russell	Withhold
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Maria A. Crowe	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Elizabeth A. Harrell	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John A. Luke, Jr.	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christopher L. Mapes	Withhold
The Timken Company	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Frank C. Sullivan	Withhold
The Timken Company	05-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas Brown	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paula Cholmondeley	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert East	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen Franklin	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter Kenny	Against
CNO Financial Group, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen N. David	Against
CNO Financial Group, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David B. Foss	Against
CNO Financial Group, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Maurer	Against
CNO Financial Group, Inc.	10-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Wabash National Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Therese M. Bassett	Against
Wabash National Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry J. Magee	Against
Wabash National Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ann D. Murtlow	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John Barr	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lisa Davis	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kimberly McWaters	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Greg Smith	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Ronald Steinhart	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director H. Brian Thompson	Against
Penske Automotive Group, Inc.	11-May-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	2. Amend Certificate of Incorporation to Allow Exculpation of Officers	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Ramsey	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marty Reaume	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sempowski Ward	Against
Huron Consulting Group Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James H. Roth	Withhold
Huron Consulting Group Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H. Eugene Lockhart	Withhold
Huron Consulting Group Inc.	15-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cactus, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gary Rosenthal	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis W. Adkins, Jr.	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter R. Barsz	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Frank J. Palermo, Jr.	Withhold
S&T Bancorp, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Steven J. Weingarten	Withhold
OraSure Technologies, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mara G. Aspinall	Against
OraSure Technologies, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
OraSure Technologies, Inc.	16-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Preferred Bank	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Clark Hsu	Withhold
Preferred Bank	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Chih-wei Wu	Withhold
Preferred Bank	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gary S. Nunnally	Withhold
Preferred Bank	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
NOV Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Greg L. Armstrong	Against
NOV Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eric L. Mattson	Against
NOV Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert S. Welborn	Against
NOV Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Engagesmart, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Matthew G. Hamilton	Withhold
Engagesmart, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David Mangum	Withhold
Engagesmart, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Raph Osness	Withhold
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director K. Gunnar Bjorklund	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Bush	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon D. Garrett	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephen D. Milligan	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patricia H. Mueller	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director George P. Orban	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Larree M. Renda	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against
Arhaus, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Rick Doody	Withhold
Arhaus, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrea Hyde	Withhold
Arhaus, Inc.	18-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Merit Medical Systems, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David K. Floyd	Against
Merit Medical Systems, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lynne N. Ward	Against
Merit Medical Systems, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Merit Medical Systems, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Super Micro Computer, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sherman Tuan	Withhold
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James I. Freeman	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rob C. Holmes	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reynie Rutledge	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director J.C. Watts, Jr.	Against
Dillard's, Inc.	20-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nick White	Against

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Dillard's, Inc.	20-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Old Second Bancorp, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John Ladowicz	Against
Old Second Bancorp, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Billy J. Lyons, Jr.	Against
Banner Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David A. Klaue	Against
HealthStream, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeffrey L. McLaren	Withhold
HealthStream, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Eskind Rebrovick	Withhold
HealthStream, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Anne M. Cooney	Withhold
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Bobby J. Griffin	Withhold
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James L. Singleton	Withhold
WESCO International, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Easwaran Sundaram	Withhold
WESCO International, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James Beer	Withhold
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cain A. Hayes	Withhold
DocuSign, Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Payoneer Global Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amir Goldman	Withhold
Payoneer Global Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ulta Beauty, Inc.	01-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify Ernst & Young LLP as Auditors	Against
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Rohit Bhagat	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Bryan Lin	Withhold
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lei Wang	Withhold
AssetMark Financial Holdings, Inc.	05-Jun-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Update the Exculpation Provision	Against
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James R. Scapa	Withhold
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen Earhart	Withhold
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Pamela J. Dana	Against
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Miguel A. Capriles L.	Against
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Samantha Holroyd	Against
Amerant Bancorp Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John A. Quelch	Against
American Eagle Outfitters, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sujatha Chandrasekaran	Against
Qualys, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Wendy M. Pfeiffer	Withhold
OneSpan Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Garry Capers	Against
OneSpan Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sarika Garg	Against
OneSpan Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marianne Johnson	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stuart M. Brightman	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Amy H. Nelson	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Melvin G. Riggs	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Michael Roemer	Against
NexTier Oilfield Solutions Inc.	13-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Oxford Industries, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director E. Jenner Wood, III	Against
Weatherford International plc	15-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Benjamin C. Duster, IV	Against

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Weatherford International plc	15-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Neal P. Goldman	Against
Weatherford International plc	15-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Jacqueline C. Mutschler	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Vikram Pandit	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Som Mittal	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nitin Sahney	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Gyenes	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Jones	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher Lafond	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Dianne Ledingham	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sharon Rowlands	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Larry Weber	Against
Pegasystems Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Owl Rock Capital Corporation	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric Kaye	Against
Owl Rock Capital Corporation	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Victor Woolridge	Against
Masimo Corporation	26-Jun-23	USA	G	Director Related - Board Related	Approve Increase in Size of Board	6. Approve Increase in Size of Board from Five to Seven	For
Hercules Capital, Inc.	20-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pam Randhawa	Against
Allegro MicroSystems, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard R. Lury	Withhold
e.l.f. Beauty, Inc.	24-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Maureen Watson	Withhold
e.l.f. Beauty, Inc.	24-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jean Madar	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Philippe Benacin	Withhold



**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Philippe Santi	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Francois Heilbronn	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert Bensoussan	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Veronique Gabai-Pinsky	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gilbert Harrison	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michel Atwood	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Gerard Kappauf ("Kappauf")	Withhold
Inter Parfums, Inc.	14-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Saratoga Investment Corp.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director G. Cabell Williams	Withhold
OSI Systems, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kelli Bernard	Against
OSI Systems, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James B. Hawkins	Against
OSI Systems, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Meyer Luskin	Against
OSI Systems, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

**Unvoted Meetings**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Meeting Type</b>	<b>Market</b>	<b>Meeting ID</b>	<b>Rejection Reason</b>
Washington Federal, Inc.	04-May-23	Special	USA	1735691	

**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