

Board Statistics Report



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

Meeting Overview

Category	Number	Percentage
Number of votable meetings	171	
Number of meetings voted	130	76.02%
Number of meetings with at least 1 vote Against, Withhold or Abstain	92	53.80%

Ballot Overview

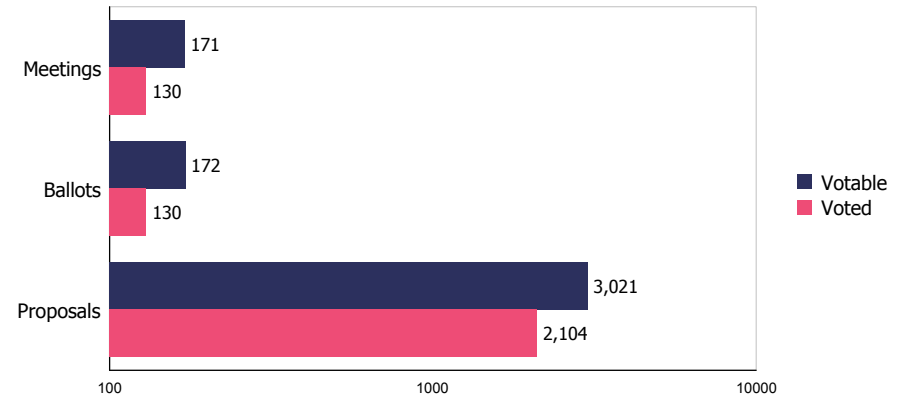
Category	Number	Percentage
Number of votable ballots	172	
Number of ballots voted	130	75.58%

Proposal Overview

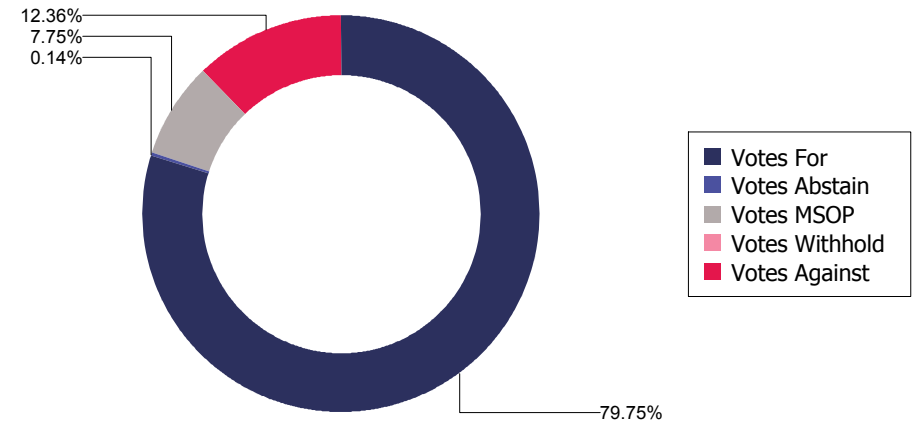
Category	Number	Percentage
Number of votable items	3,021	
Number of items voted	2,104	69.65%
Number of votes FOR	1,678	79.75%
Number of votes AGAINST	260	12.36%
Number of votes ABSTAIN	3	0.14%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	163	7.75%
Number of votes With Policy	2,104	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,821	86.55%
Number of votes Against Mgmt	283	13.45%
Number of votes on Shareholder Proposals	42	2.00%

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

Voting Statistics



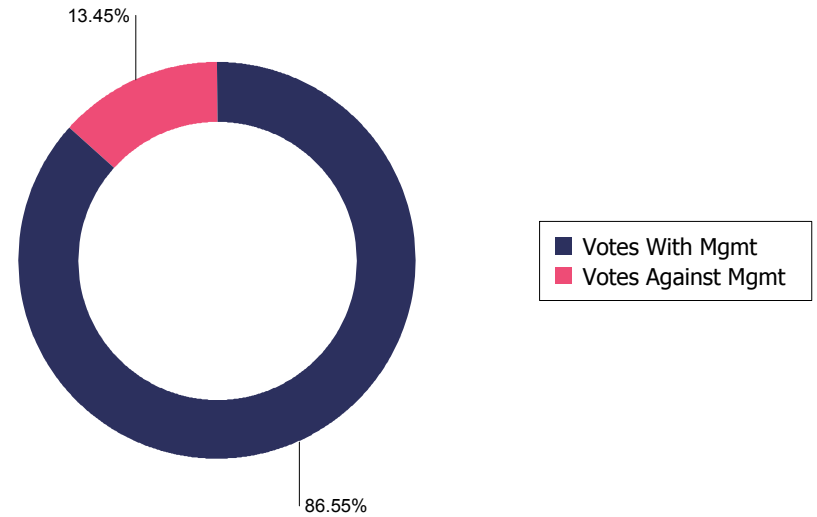
Vote Cast Statistics



Vote Alignment with Policy

No graphical representation provided.

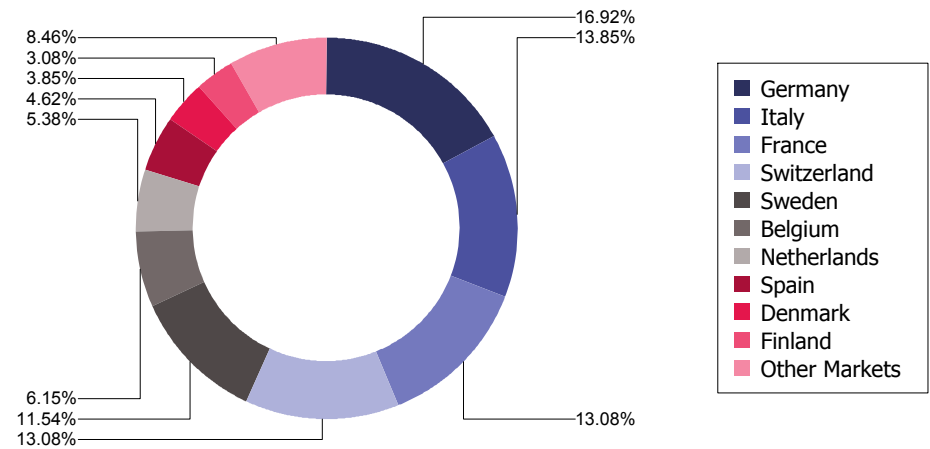
Vote Alignment with Management



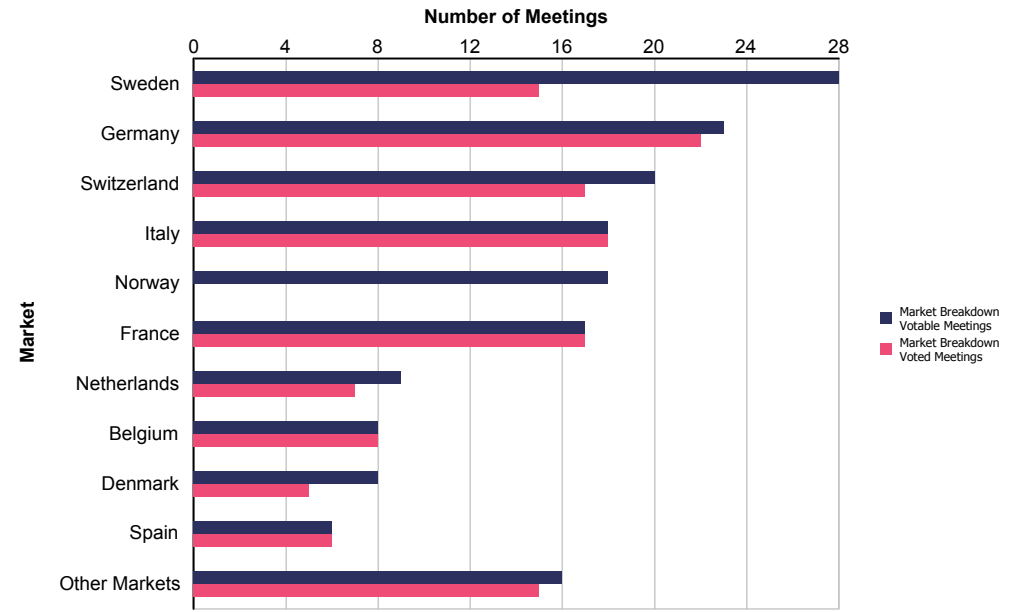
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Sweden	28	15	53.57%
Germany	23	22	95.65%
Switzerland	20	17	85.00%
Italy	18	18	100.00%
Norway	18	0	0.00%
France	17	17	100.00%
Netherlands	9	7	77.78%
Belgium	8	8	100.00%
Denmark	8	5	62.50%
Spain	6	6	100.00%
Finland	4	4	100.00%
Austria	3	3	100.00%
Luxembourg	3	3	100.00%
Portugal	3	2	66.67%
Greece	2	2	100.00%
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
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEOs	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation Report of Corporate Officers	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Marie-Helene Feuillet, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Paolo Bicci, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	17. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 31.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Siemens Healthineers AG	15-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Netcompany Group A/S	02-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.d. Reelect Hege Skryseth as Director	Abstain
Netcompany Group A/S	02-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Huertas Mejias 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
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Catalina Minarro Brugarolas as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy	Against
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Advisory Vote on Remuneration Report	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Equity Compensation Plan	Amend Share Appreciation Rights/Amend Phantom Option Plan	7. Amend Share Appreciation Rights Plan	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.1. Ratify Appointment of and Elect Enrique Alcantara Garcia-Irazoqui as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.2. Ratify Appointment of and Elect Jaime Siles Fernandez-Palacios as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.3. Ratify Appointment of and Elect Ramon Adell Ramon as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Stora Enso Oyj	15-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Elisabeth Fleuriot, Hock Goh, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson, Hakan Buskhe (Vice Chair), Helena Hedblom and Hans Sohlstrom as Directors; Elect Kari Jordan as New Director	Against
DKSH Holding AG	17-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	17-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Valmet Corp.	22-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Sydbank A/S	24-Mar-22	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7.b. Allow Shareholder Meetings to be Held by Electronic Means Only; Amend Articles Accordingly	Against
BAWAG Group AG	28-Mar-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Sandra Emme as Member of the Compensation Committee	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Joachim Kreuzburg as Director	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	23. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heinrich Schaller as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Peter Gauper as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Rudolf Koenighofer as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Birgit Noggler as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Eva Eberhartinger as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Michael Hoellerer as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Michael Alge as Supervisory Board Member	Against
Outokumpu Oyj	31-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Gilbert Achermann as Director and Board Chairman	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Beat Luethi as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect Petra Rumpf as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.6. Reelect Thomas Straumann as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Straumann Holding AG	05-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	06-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Banca Mediolanum SpA	07-Apr-22	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	2.3. Approve Severance Payments Policy	Against
Banca Mediolanum SpA	07-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Kesko Oyj	07-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report (Non-Binding)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Hans-Peter Schwald as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Peter Spuhler as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Roger Baillod as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Bernhard Jucker as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Carl Illi as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Elect Sarah Kreienbuehl as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Elect Daniel Grieder as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Reelect Bernhard Jucker as Board Chairman	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Bernhard Jucker as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Appoint Sarah Kreienbuehl as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Renewal of CHF 2.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2.3.1. Slate 1 Submitted by GLV Capital SpA	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1.1. Slate 1 Submitted by GLV Capital SpA	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
UniCredit SpA	08-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
UniCredit SpA	08-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Bossard Holding AG	11-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Thomas Schmuckli as Director and as Board Chairman	Against
Bossard Holding AG	11-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Tecan Group AG	12-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tecan Group AG	12-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Ferrari NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Elect John Elkann as Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Elect Adam Keswick as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.3. Grant Board Authority to Issue Special Voting Shares	Against
Komax Holding AG	13-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Beat Kaelin as Member of the Compensation Committee	Against
Komax Holding AG	13-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.1. Approve Renewal of CHF 770,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Esprinet SpA	14-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Trigano SA	19-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	1. Elect Marie-Helene Feuillet as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against

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-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Banca Generali SpA	21-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
WIIT SpA	21-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
WIIT SpA	21-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Kardex Holding AG	21-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	21-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Reply SpA	22-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	22-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Reply SpA	22-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Thule Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Helene Willberg 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
Thule Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.7. Elect Johan Westman as New Director	Against
Thule Group AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.8. Elect Hans Eckerstrom as Board Chair	Against
Eurofins Scientific SE	26-Apr-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
SECO SpA	27-Apr-22	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
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Option Plan; Amend Company Bylaws Re: Article 6	Against
SECO SpA	27-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bachem Holding AG	27-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Banca IFIS SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Banca IFIS SpA	28-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.2.1. Slate 1 Submitted by La Scogliera SA	Against
Banca IFIS SpA	28-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.1. Slate 1 Submitted by La Scogliera SA	Against
Banca IFIS SpA	28-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Azimut Holding SpA	28-Apr-22	Italy	G	Director Related - Board Related	Company-Specific Board-Related	3.5. Approve Remuneration of Directors	Against
Azimut Holding SpA	28-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.1. Slate 1 Submitted by Timone Fiduciaria Srl	Against
Azimut Holding SpA	28-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Webuild SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Webuild SpA	28-Apr-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Webuild SpA	28-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Francois Palus, Vice-CEO	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Executive Corporate Officers	Against
El.En. SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
El.En. SpA	29-Apr-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.1. Slate 1 Submitted by Andrea Cangioli	Against
Interpump Group SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	29-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Interpump Group SpA	29-Apr-22	Italy	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	8. Elect Claudio Berretti as Director and Approve Director's Remuneration	Against
Interpump Group SpA	29-Apr-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenberg as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Gene Murtagh as Director	Abstain
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect John Cronin as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	14. Amend Performance Share Plan	Against
Lifco AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy in Compliance with Guidelines Issued by Italian Central Bank	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Compensation Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	7. Authorize Share Repurchase Program to Service Compensation Plan	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9.1. Slate 1 Submitted by Board of Directors	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Fredrik Arp as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.3. Reelect Sven Bostrom as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Lovisa Hamrin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Asa Hedin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Erik Lynge-Jorlen as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.7. Reelect Lars-Ake Rydh as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.9. Reelect Fredrik Arp as Board Chair	Against
Aperam SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Elect Lakshmi N. Mittal as Director	Against
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8. Elect Corporate Bodies for 2022-2025 Term	Against
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9. Elect Remuneration and Welfare Board Members for 2022-2025 Term	Against
Loomis AB	04-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Alf Goransson (Chairman), Jeanette AlMBERG, Lars Blecko, Cecilia Daun Wennborg, Liv Forhaug and Johan Lundberg as Directors; Elect Santiago Galaz as New Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.1. Reelect Christine Van RijsssegheM as Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.2. Reelect Marc Wittemans as Director	Against
Fluidra SA	05-May-22	Spain	G	Director Election - Director Election	Elect Director	8. Elect Bernat Garrigos Castro as Director	Against
Fluidra SA	05-May-22	Spain	G	Director Election - Director Election	Elect Director	9.2. Reelect M. Steven Langman 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
Fluidra SA	05-May-22	Spain	G	Director Election - Director Election	Elect Director	9.3. Reelect Jose Manuel Vargas Gomez as Director	Against
Fluidra SA	05-May-22	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Fluidra SA	05-May-22	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	17. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Hexatronic Group AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against
NV BEKAERT SA	11-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	1. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
NV BEKAERT SA	11-May-22	Belgium	G	Director Election - Director Election	Elect Director	7.1. Elect Maxime Parmentier as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11a. Elect Christina Rogestam as Board Chair	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11d. Reelect Sten Duner as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11e. Reelect Anders Wennergren as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11f. Reelect Christina Rogestam as Director	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Kurt Dobitsch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Bill Krouch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Patricia Geibel-Conrad to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Gernot Strube to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Christine Schoeneweis to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Andreas Soeffing to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	B1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
VGP NV	13-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	B2.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	B2.2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
VGP NV	13-May-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	B2.3. Amend Article 40 Re: Acquisition and Disposal of Company Treasury Shares	Against
Ipsos SA	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Didier Truchot, Chairman and CEO From 1 January 2021 to 30 September 2021 and CEO from 1 October 2021 to 14 November 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Le Manh, Vice-CEO From 1 January to 10 September 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Laurence Stodet, Vice-CEO	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Henri Wallard, 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
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Vice-CEOs	Against
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Adjusted Remuneration Policy	Against
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Sdiptech AB	18-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholt and Eola Anggard Runsten as Directors	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Peter Loescher to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Pablo de Carvajal Gonzalez to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Maria Garcia-Legaz Ponce to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Ernesto Gardelliano to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Julio Lopez to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stefanie Oeschger to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Jaime Basterra to the Supervisory Board	Against
Orange SA	19-May-22	France	G	Director Election - Director Election	Elect Director	5. Elect Jacques Aschenbroich as Director	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	Against
Orange SA	19-May-22	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	A. Amending Item 18 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	Against
Orange SA	19-May-22	France	G	Director Related - Board Related	Company-Specific Board-Related	B. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wacker Chemie AG	20-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
HUGO BOSS AG	24-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Highrock SARL as Director	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Paul Sekhri as Director	Against
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of David Loew, CEO	Against
Ipsen SA	24-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
OCI NV	24-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of One-Off Share Award to Certain Executive Directors	Against
OCI NV	24-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Amend Remuneration Policy	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Grant Board Authority to Issue Shares	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	11. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Oscar Martinez to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Jose Mackenna to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Ali bin Jassim Al-Thani to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Turqi Alnowaiser to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	10. Elect Andreas Rittstieg to the Supervisory Board	Against
Poste Italiane SpA	27-May-22	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Poste Italiane SpA	27-May-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
OVS SpA	31-May-22	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7. Integrate Board of Internal Statutory Auditors	Against
OVS SpA	31-May-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Eramet SA	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Christel Bories, Chairman and CEO	Against
Eramet SA	31-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Wilhelm Beier to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Reelect Erwin Kern to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Reelect Lothar Lanz to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
GFT Technologies SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
GFT Technologies SE	01-Jun-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 400 Million; Approve Creation of EUR 10 Million Pool of Capital to Guarantee Conversion Rights	Against
Salzgitter AG	02-Jun-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 80.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Salzgitter AG	02-Jun-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 80.8 Million Pool of Capital to Guarantee Conversion Rights	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Nayarit Participations SCA as Director	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.6. Reelect Societe Anonyme de Participation et de Gestion SA as Director	Against
Wacker Neuson SE	03-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Wacker Neuson SE	03-Jun-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Approve Creation of EUR 17.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Befesa SA	16-Jun-22	Luxembourg	G	Director Election - Director Election	Elect Director	8. Reelect Romeo Kreinberg as Non-Executive Director	Against
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy	Against
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Virbac SA	21-Jun-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Pierre Madelpuech 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
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairwoman of the Board	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Burckhardt Compression Holding AG	01-Jul-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Routine Business - Routine Business	Other Business	9.1. New/Amended Proposals from Shareholders	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Routine Business - Routine Business	Other Business	9.2. New/Amended Proposals from Management and Supervisory Board	Against
Heidelberger Druckmaschinen AG	21-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5. Elect Oliver Jung to the Supervisory Board	Against
Soitec SA	26-Jul-22	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Amend Article 12 of Bylaws Re: Mandates and Age Limit of Directors	Against
Soitec SA	26-Jul-22	France	G	Director Election - Director Election	Elect Director	12. Reelect Kai Seikku as Director	Against
Soitec SA	26-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	23. Approve Compensation of Paul Boudre, CEO	Against
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.2.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.4 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	6.2. Ratify BDO AG as Auditors	Against
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
SeSa SpA	25-Aug-22	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4.1. Elect Francesco Trapani as Representative of Category A Registered Shares	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	5.17. Elect Francesco Trapani as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Motor Oil (Hellas) Corinth Refineries SA	08-Sep-22	Greece	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Transaction with a Related Party	Against
Clas Ohlson AB	09-Sep-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	18.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
u-blox Holding AG	21-Nov-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	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
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEOs	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation Report of Corporate Officers	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Marie-Helene Feuillet, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Paolo Bicci, Management Board Member	Against
Trigano SA	07-Jan-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	17. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 31.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Against
VERBIO Vereinigte BioEnergie AG	04-Feb-22	Germany	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
Siemens Healthineers AG	15-Feb-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Netcompany Group A/S	02-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.d. Reelect Hege Skryseth as Director	Abstain
Netcompany Group A/S	02-Mar-22	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Huertas Mejias as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Director Election - Director Election	Elect Director	7. Reelect Catalina Minarro Brugarolas as Director	Against
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy	Against
Mapfre SA	11-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Advisory Vote on Remuneration Report	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Equity Compensation Plan	Amend Share Appreciation Rights/Amend Phantom Option Plan	7. Amend Share Appreciation Rights Plan	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.1. Ratify Appointment of and Elect Enrique Alcantara Garcia-Irazoqui as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.2. Ratify Appointment of and Elect Jaime Siles Fernandez-Palacios as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Director Election - Director Election	Elect Director	9.3. Ratify Appointment of and Elect Ramon Adell Ramon as Director	Against
Naturgy Energy Group SA	15-Mar-22	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Stora Enso Oyj	15-Mar-22	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Elisabeth Fleuriot, Hock Goh, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson, Hakan Buskhe (Vice Chair), Helena Hedblom and Hans Sohlstrom as Directors; Elect Kari Jordan as New Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DKSH Holding AG	17-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding AG	17-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Valmet Corp.	22-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Novo Nordisk A/S	24-Mar-22	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Sydbank A/S	24-Mar-22	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7.b. Allow Shareholder Meetings to be Held by Electronic Means Only; Amend Articles Accordingly	Against
BAWAG Group AG	28-Mar-22	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Sandra Emme as Member of the Compensation Committee	Against
BELIMO Holding AG	28-Mar-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Director Election - Director Election	Elect Director	11. Reelect Joachim Kreuzburg as Director	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Sartorius Stedim Biotech SA	29-Mar-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heinrich Schaller as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Peter Gauper as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Rudolf Koenighofer as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Birgit Noggler as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Eva Eberhartinger as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Michael Hoellerer as Supervisory Board Member	Against
Raiffeisen Bank International AG	31-Mar-22	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Michael Alge as Supervisory Board Member	Against
Outokumpu Oyj	31-Mar-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Gilbert Achermann as Director and Board Chairman	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Reelect Beat Luethi as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect Petra Rumpf as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	7.6. Reelect Thomas Straumann as Director	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	Against
Straumann Holding AG	05-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	06-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banca Mediolanum SpA	07-Apr-22	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	2.3. Approve Severance Payments Policy	Against
Kesko Oyj	07-Apr-22	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report (Non-Binding)	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Hans-Peter Schwald as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Peter Spuhler as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Roger Baillod as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Bernhard Jucker as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Carl Illi as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Elect Sarah Kreienbuehl as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Elect Daniel Grieder as Director	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Reelect Bernhard Jucker as Board Chairman	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Bernhard Jucker as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Appoint Sarah Kreienbuehl as Member of the Compensation Committee	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Renewal of CHF 2.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Rieter Holding AG	07-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. 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
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Maire Tecnimont SpA	08-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against
Bossard Holding AG	11-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Thomas Schmuckli as Director and as Board Chairman	Against
Bossard Holding AG	11-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Tecan Group AG	12-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Tecan Group AG	12-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Ferrari NV	13-Apr-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Elect John Elkann as Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Elect Adam Keswick as Non-Executive Director	Against
Ferrari NV	13-Apr-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.3. Grant Board Authority to Issue Special Voting Shares	Against
Komax Holding AG	13-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Beat Kaelin as Member of the Compensation Committee	Against
Komax Holding AG	13-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.1. Approve Renewal of CHF 770,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
COMET Holding AG	14-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Trigano SA	19-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	1. Elect Marie-Helene Feuillet as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against

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-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Charles-Eric Bauer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Julie Guerrand as Supervisory Board Member	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Hermes International SCA	20-Apr-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
WIIT SpA	21-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Kardex Holding AG	21-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	21-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Reply SpA	22-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Reply SpA	22-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	22-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Thule Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Helene Willberg as Director	Against
Thule Group AB	26-Apr-22	Sweden	G	Director Election - Director Election	Elect Director	10.7. Elect Johan Westman as New Director	Against
Thule Group AB	26-Apr-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.8. Elect Hans Eckerstrom as Board Chair	Against
Eurofins Scientific SE	26-Apr-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SECO SpA	27-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
SECO SpA	27-Apr-22	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
SECO SpA	27-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Option Plan; Amend Company Bylaws Re: Article 6	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	27-Apr-22	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Banca IFIS SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Webuild SpA	28-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Webuild SpA	28-Apr-22	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Jean-Francois Palus, Vice-CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kering SA	28-Apr-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Executive Corporate Officers	Against
El.En. SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Interpump Group SpA	29-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	29-Apr-22	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Interpump Group SpA	29-Apr-22	Italy	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	8. Elect Claudio Berretti as Director and Approve Director's Remuneration	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenber as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Gene Murtagh as Director	Abstain
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Director Election - Director Election	Elect Director	3h. Re-elect John Cronin as Director	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Kingspan Group Plc	29-Apr-22	Ireland	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	14. Amend Performance Share Plan	Against
Lifco AB	29-Apr-22	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy in Compliance with Guidelines Issued by Italian Central Bank	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Compensation Plan	Against
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	7. Authorize Share Repurchase Program to Service Compensation Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banca Popolare di Sondrio SpA	30-Apr-22	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9.1. Slate 1 Submitted by Board of Directors	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Fredrik Arp as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.3. Reelect Sven Bostrom as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Lovisa Hamrin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Asa Hedin as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Erik Lynge-Jorlen as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.7. Reelect Lars-Ake Rydh as Director	Against
Nolato AB	03-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.9. Reelect Fredrik Arp as Board Chair	Against
Aperam SA	04-May-22	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Elect Lakshmi N. Mittal as Director	Against
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8. Elect Corporate Bodies for 2022-2025 Term	Against
Banco Comercial Portugues SA	04-May-22	Portugal	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9. Elect Remuneration and Welfare Board Members for 2022-2025 Term	Against
Loomis AB	04-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Alf Goransson (Chairman), Jeanette Almberg, Lars Blecko, Cecilia Daun Wennborg, Liv Forhaug and Johan Lundberg as Directors; Elect Santiago Galaz as New Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.1. Reelect Christine Van Rijssseghem as Director	Against
KBC Group SA/NV	05-May-22	Belgium	G	Director Election - Director Election	Elect Director	11.2. Reelect Marc Wittemans as Director	Against
Fluidra SA	05-May-22	Spain	G	Director Election - Director Election	Elect Director	8. Elect Bernat Garrigos Castro as Director	Against
Fluidra SA	05-May-22	Spain	G	Director Election - Director Election	Elect Director	9.2. Reelect M. Steven Langman as Director	Against
Fluidra SA	05-May-22	Spain	G	Director Election - Director Election	Elect Director	9.3. Reelect Jose Manuel Vargas Gomez as Director	Against
Fluidra SA	05-May-22	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fluidra SA	05-May-22	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	17. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Hexatronic Group AB	05-May-22	Sweden	G	Director Election - Director Election	Elect Director	10.b. Reelect Erik Selin as Director	Against
NV BEKAERT SA	11-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	1. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	2. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
NV BEKAERT SA	11-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	3. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
NV BEKAERT SA	11-May-22	Belgium	G	Director Election - Director Election	Elect Director	7.1. Elect Maxime Parmentier as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11a. Elect Christina Rogestam as Board Chair	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11d. Reelect Sten Duner as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11e. Reelect Anders Wennergren as Director	Against
Fastighets AB Balder	12-May-22	Sweden	G	Director Election - Director Election	Elect Director	11f. Reelect Christina Rogestam as Director	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Kurt Dobitsch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Bill Krouch to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Patricia Geibel-Conrad to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Gernot Strube to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Christine Schoeneweis to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Andreas Soeffing to the Supervisory Board	Against
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nemetschek SE	12-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	B1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
VGP NV	13-May-22	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	B2.1. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
VGP NV	13-May-22	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	B2.2. Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against
VGP NV	13-May-22	Belgium	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	B2.3. Amend Article 40 Re: Acquisition and Disposal of Company Treasury Shares	Against
Ipsos SA	17-May-22	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Didier Truchot, Chairman and CEO From 1 January 2021 to 30 September 2021 and CEO from 1 October 2021 to 14 November 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Le Manh, Vice-CEO From 1 January to 10 September 2021	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Laurence Stoclet, Vice-CEO	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Henri Wallard, Vice-CEO	Against
Ipsos SA	17-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Vice-CEOs	Against
Ipsos SA	17-May-22	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Elect Hubert Mathet as Director	For
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Adjusted Remuneration Policy	Against
Elia Group SA/NV	17-May-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sdiptech AB	18-May-22	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholt and Eola Anggard Runsten as Directors	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Peter Loescher to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Pablo de Carvajal Gonzalez to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Maria Garcia-Legaz Ponce to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Ernesto Gardelliano to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Julio Lopez to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stefanie Oeschger to the Supervisory Board	Against
Telefonica Deutschland Holding AG	19-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Jaime Basterra to the Supervisory Board	Against
Orange SA	19-May-22	France	G	Director Election - Director Election	Elect Director	5. Elect Jacques Aschenbroich as Director	Against
Orange SA	19-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	Against
Wacker Chemie AG	20-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
HUGO BOSS AG	24-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Highrock SARL as Director	Against
Ipsen SA	24-May-22	France	G	Director Election - Director Election	Elect Director	8. Reelect Paul Sekhri as Director	Against
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against
Ipsen SA	24-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of David Loew, CEO	Against
Ipsen SA	24-May-22	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 3 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
OCI NV	24-May-22	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of One-Off Share Award to Certain Executive Directors	Against
OCI NV	24-May-22	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Amend Remuneration Policy	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Grant Board Authority to Issue Shares	Against
OCI NV	24-May-22	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	11. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Oscar Martinez to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Jose Mackenna to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Ali bin Jassim Al-Thani to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Turqi Alnowaiser to the Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Supervisory Board	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Hapag-Lloyd AG	25-May-22	Germany	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	10. Elect Andreas Rittsteg to the Supervisory Board	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
OVS SpA	31-May-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
OVS SpA	31-May-22	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7. Integrate Board of Internal Statutory Auditors	Against
Eramet SA	31-May-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Christel Bories, Chairman and CEO	Against
Eramet SA	31-May-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dermapharm Holding SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Wilhelm Beier to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Reelect Erwin Kern to the Supervisory Board	Against
Dermapharm Holding SE	01-Jun-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Reelect Lothar Lanz to the Supervisory Board	Against
GFT Technologies SE	01-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
GFT Technologies SE	01-Jun-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 400 Million; Approve Creation of EUR 10 Million Pool of Capital to Guarantee Conversion Rights	Against
Salzgitter AG	02-Jun-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of EUR 80.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Salzgitter AG	02-Jun-22	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 80.8 Million Pool of Capital to Guarantee Conversion Rights	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Nayarit Participations SCA as Director	Against
D'Ieteren Group	02-Jun-22	Belgium	G	Director Election - Director Election	Elect Director	5.6. Reelect Societe Anonyme de Participation et de Gestion SA as Director	Against
Wacker Neuson SE	03-Jun-22	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Wacker Neuson SE	03-Jun-22	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Approve Creation of EUR 17.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Befesa SA	16-Jun-22	Luxembourg	G	Director Election - Director Election	Elect Director	8. Reelect Romeo Kreinberg as Non-Executive Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy	Against
Befesa SA	16-Jun-22	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Virbac SA	21-Jun-22	France	G	Director Election - Director Election	Elect Director	5. Reelect Pierre Madelpuech as Director	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	21-Jun-22	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairwoman of the Board	Against
Virbac SA	21-Jun-22	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Sebastien Huron, CEO	Against
Virbac SA	21-Jun-22	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Burckhardt Compression Holding AG	01-Jul-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AT & S Austria Technologie & Systemtechnik AG	07-Jul-22	Austria	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
Heidelberger Druckmaschinen AG	21-Jul-22	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5. Elect Oliver Jung to the Supervisory Board	Against
Soitec SA	26-Jul-22	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Amend Article 12 of Bylaws Re: Mandates and Age Limit of Directors	Against
Soitec SA	26-Jul-22	France	G	Director Election - Director Election	Elect Director	12. Reelect Kai Seikku as Director	Against
Soitec SA	26-Jul-22	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	23. Approve Compensation of Paul Boudre, CEO	Against
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.2.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.4 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	6.2. Ratify BDO AG as Auditors	Against
EMS-Chemie Holding AG	13-Aug-22	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	25-Aug-22	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers'	2.2. Approve Second Section of the Remuneration Report	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Against
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Director Related - Board Related	Change Size of Board of Directors	10. Approve Increase in Size of Board to Six Members	For
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	11. Amend Articles Re: Representatives of Holders of Category A and B Registered Shares	For
Compagnie Financiere Richemont SA	07-Sep-22	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Motor Oil (Hellas) Corinth Refineries SA	08-Sep-22	Greece	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Transaction with a Related Party	Against
Clas Ohlson AB	09-Sep-22	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	18.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
u-blox Holding AG	21-Nov-22	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
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Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
SSAB AB	06-Apr-22	Annual	Sweden	1612069
Storebrand ASA	06-Apr-22	Annual	Norway	1620836
Cibus Nordic Real Estate AB	20-Apr-22	Annual	Sweden	1608170
Jyske Bank A/S	22-Mar-22	Annual	Denmark	1570200
mobilezone holding AG	06-Apr-22	Annual	Switzerland	1619983
Peab AB	05-May-22	Annual	Sweden	1631301
Nyfosa AB	19-Apr-22	Annual	Sweden	1605966
CTT - Correios de Portugal SA	21-Apr-22	Annual	Portugal	1622015
VAT Group AG	17-May-22	Annual	Switzerland	1590557
Grieg Seafood ASA	09-Jun-22	Annual	Norway	1652165
Beijer Ref AB	07-Apr-22	Annual	Sweden	1617133
Jyske Bank A/S	21-Apr-22	Extraordinary Shareholders	Denmark	1626659
Aker BP ASA	05-Apr-22	Annual	Norway	1620727
Norsk Hydro ASA	10-May-22	Annual	Norway	1635915
Aker Solutions ASA	07-Apr-22	Annual	Norway	1619479
Getinge AB	26-Apr-22	Annual	Sweden	1622414
Samhallsbyggnadsbolaget I Norden AB	27-Apr-22	Annual	Sweden	1627936
MPC Container Ships ASA	21-Dec-22	Extraordinary Shareholders	Norway	1701892
Daetwyler Holding AG	16-Mar-22	Annual	Switzerland	1589928
Wolters Kluwer NV	21-Apr-22	Annual	Netherlands	1569127
Ringkjøbing Landbobank A/S	02-Mar-22	Annual	Denmark	1587524
WALLENIIUS WILHELMSEN ASA	26-Apr-22	Annual	Norway	1631546
Holmen AB	30-Mar-22	Annual	Sweden	1610926
Gjensidige Forsikring ASA	24-Mar-22	Annual	Norway	1607811
Aker BP ASA	26-Aug-22	Extraordinary Shareholders	Norway	1672400
Petroleum Geo-Services ASA	23-Nov-22	Extraordinary Shareholders	Norway	1696091
Deutsche Boerse AG	18-May-22	Annual	Germany	1611551
Nordic Semiconductor ASA	28-Apr-22	Annual	Norway	1629858
Elkem ASA	27-Apr-22	Annual	Norway	1629874
Addtech AB	25-Aug-22	Annual	Sweden	1671589
MPC Container Ships ASA	27-Apr-22	Annual	Norway	1631835

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
MPC Container Ships ASA	28-Jan-22	Extraordinary Shareholders	Norway	1601957
Crayon Group Holding AS	20-May-22	Annual	Norway	1645696
Svenska Cellulosa AB SCA	31-Mar-22	Annual	Sweden	1609119
Norske Skog ASA	21-Apr-22	Annual	Norway	1629342
Husqvarna AB	07-Apr-22	Annual	Sweden	1615681
TGS ASA	11-May-22	Annual	Norway	1639220
MPC Container Ships ASA	25-Feb-22	Extraordinary Shareholders	Norway	1606392
Mekonomen AB	20-May-22	Annual	Sweden	1638742
Eurocommercial Properties NV	14-Jun-22	Annual	Netherlands	1621857
Boliden AB	28-Apr-22	Annual	Sweden	1623747