

Board Statistics Report



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): All institution accounts

Custodian Account(s): All custodian accounts

Reporting Period: 1/1/24 to 12/31/24

Meeting Overview

Category	Number	Percentage
Number of votable meetings	388	
Number of meetings voted	378	97.42%
Number of meetings with at least 1 vote Against, Withhold or Abstain	302	77.84%

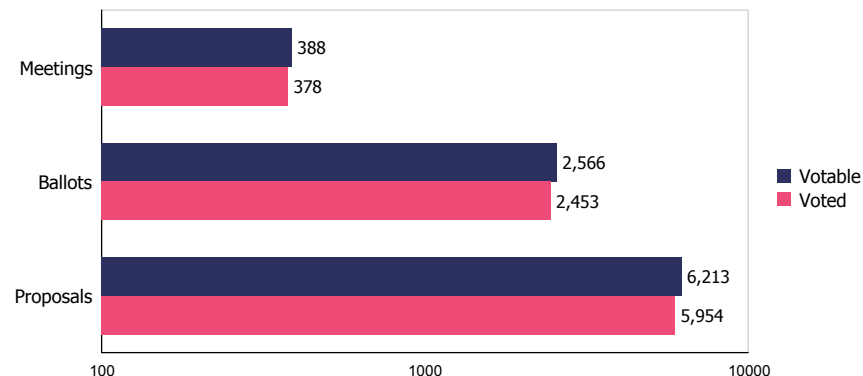
Ballot Overview

Category	Number	Percentage
Number of votable ballots	2,566	
Number of ballots voted	2,453	95.60%

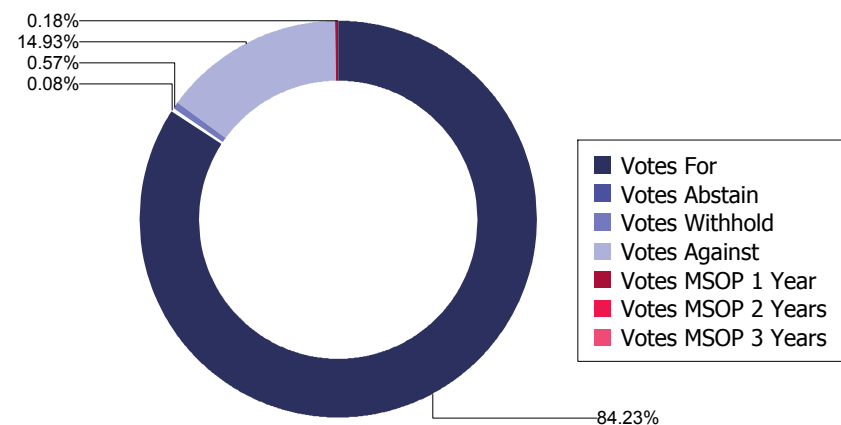
Proposal Overview

Category	Number	Percentage
Number of votable items	6,213	
Number of items voted	5,954	95.83%
Number of votes FOR	5,016	84.25%
Number of votes AGAINST	889	14.93%
Number of votes ABSTAIN	5	0.08%
Number of votes WITHHOLD	34	0.57%
Number of votes on MSOP Frequency 1 Year	11	0.18%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	5,781	97.09%
Number of votes Against Policy	174	2.92%
Number of votes With Mgmt	5,023	84.36%
Number of votes Against Mgmt	932	15.65%
Number of votes on MSOP (exclude frequency)	403	6.77%
Number of votes on Shareholder Proposals	416	6.99%

Voting Statistics



Vote Cast Statistics



Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.

For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included.

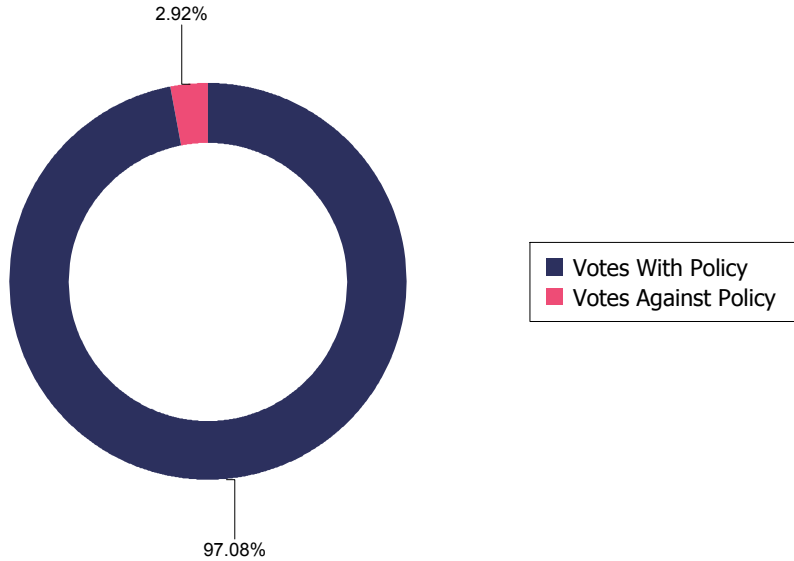
Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal.

This may result in voting totals exceeding the number of votable items.

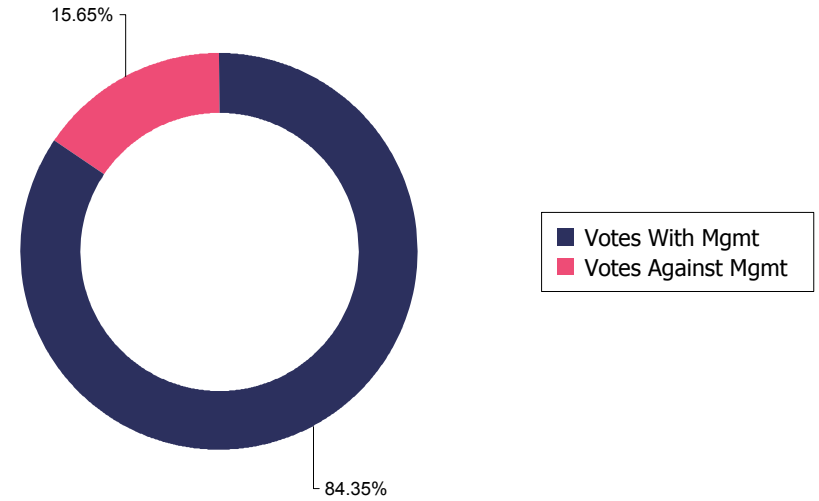
Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines :

<https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy



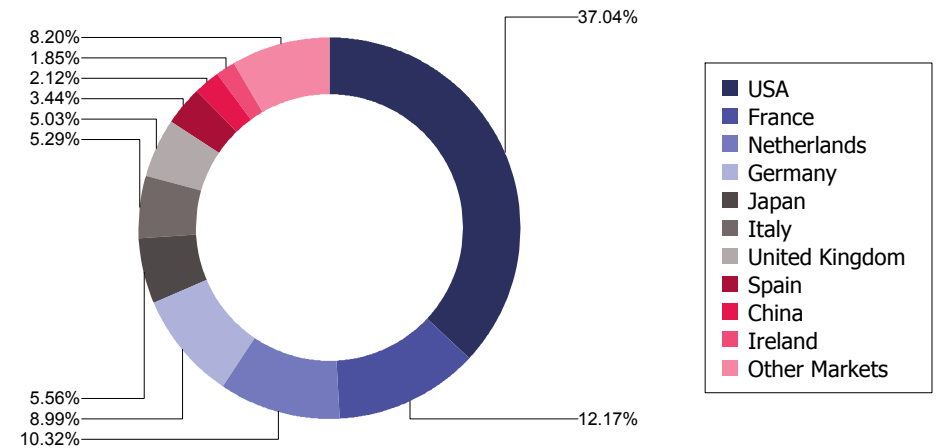
Vote Alignment with Management



Market Breakdown

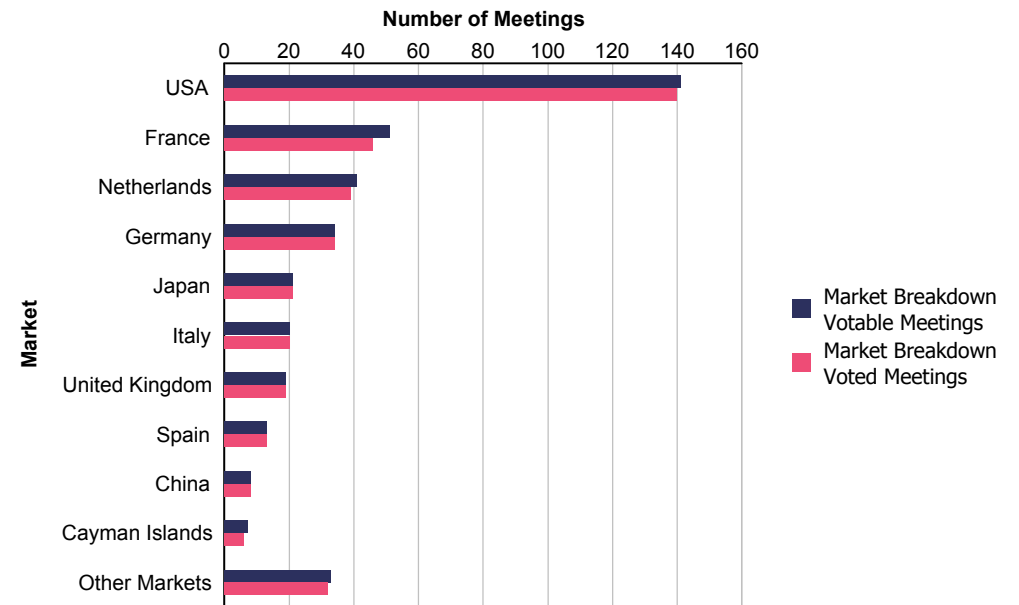
Market	Votable Meetings	Voted Meetings	Percentage
USA	141	140	99.29%
France	51	46	90.20%
Netherlands	41	39	95.12%
Germany	34	34	100.00%
Japan	21	21	100.00%
Italy	20	20	100.00%
United Kingdom	19	19	100.00%
Spain	13	13	100.00%
China	8	8	100.00%
Cayman Islands	7	6	85.71%
Ireland	7	7	100.00%
Luxembourg	7	7	100.00%
Switzerland	4	4	100.00%
Canada	3	3	100.00%
India	3	3	100.00%
South Korea	2	2	100.00%
Taiwan	2	2	100.00%
Belgium	1	1	100.00%
Curacao	1	1	100.00%
Denmark	1	0	0.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Hong Kong	1	1	100.00%
Jersey	1	1	100.00%



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intuit Inc.	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Suzanne Nora Johnson	Against
Intuit Inc.	18-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Micron Technology, Inc.	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard M. Beyer	Against
Micron Technology, Inc.	18-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Micron Technology, Inc.	18-Jan-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Costco Wholesale Corporation	18-Jan-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against
Visa Inc.	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Denise M. Morrison	Against
Visa Inc.	23-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	23-Jan-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Becton, Dickinson and Company	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director R. Andrew Eckert	Against
Becton, Dickinson and Company	23-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Air Products and Chemicals, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lisa A. Davis	Against
Air Products and Chemicals, Inc.	25-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Emerson Electric Co.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Blinn	Against
Emerson Electric Co.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Turley	Against
Emerson Electric Co.	06-Feb-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Emerson Electric Co.	06-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG LLP as Auditors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rockwell Automation, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	A.1. Elect Director Alice L. Jolla	Withhold
Rockwell Automation, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	A.2. Elect Director Lisa A. Payne	Withhold
Rockwell Automation, Inc.	06-Feb-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siemens AG	08-Feb-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Siemens AG	08-Feb-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Infineon Technologies AG	23-Feb-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Apple Inc.	28-Feb-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	28-Feb-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Apple Inc.	28-Feb-24	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Standards and Procedures to Curate App Content	Against
Apple Inc.	28-Feb-24	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Deere & Company	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Leanne G. Caret	Against
Deere & Company	28-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Deere & Company	28-Feb-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. Report on GHG Reduction Policies and Their Impact on Revenue Generation	Against
Deere & Company	28-Feb-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Civil Rights and Non-Discrimination Audit Proposal	Against
Applied Materials, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against
Applied Materials, Inc.	07-Mar-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Applied Materials, Inc.	07-Mar-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	Against
Starbucks Corporation	13-Mar-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Conduct Audit and Report on Systemic Discrimination	Against
Starbucks Corporation	13-Mar-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	1e. Elect Director William A. Jeffrey	Against
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	1h. Elect Director Abhijit Y. Talwalkar	Against
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Banco Bilbao Vizcaya Argentaria SA	14-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Paul-Francois Fournier as Director	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Arnaud Taverne as Director	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Director Election - Director Election	Elect Director	7. Elect Societe Alpes du Nord Amenagement Touristique as Director	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Appoint KPMG SA as Auditor	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Dominique Thillaud, CEO	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Loic Bonhoure, Vice-CEO	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco Santander SA	21-Mar-24	Spain	G	Director Election - Director Election	Elect Director	3.G. Reelect Jose Antonio Alvarez Alvarez as Director	Against
Banco Santander SA	21-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.A. Approve Remuneration Policy	Against
Banco Santander SA	21-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.F. Advisory Vote on Remuneration Report	Against
Argan SA	21-Mar-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	6. Approve Auditors' Special Report on Related-Party Transactions	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Corporate Officers	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Ronan Le Lan, Chairman of the Management Board	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Francis Albertinelli, Management Board Member	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Frederic Larroumets, Management Board Member	Against
Argan SA	21-Mar-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Argan SA	21-Mar-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Randstad NV	26-Mar-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2c. Approve Remuneration Report	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	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	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Director Election - Director Election	Elect Director	13. Reelect Anne-Marie Graffin as Director	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. 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	26-Mar-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. 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	26-Mar-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. 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	26-Mar-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	24. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	25. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Schlumberger N.V.	03-Apr-24	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Vanitha Narayanan	Against
Schlumberger N.V.	03-Apr-24	Curacao	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeff Sheets	Against
Schlumberger N.V.	03-Apr-24	Curacao	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1M. Elect Dissident Nominee Director Nelson Peltz	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1N. Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1O. Elect Dissident Nominee Director Craig Hatkoff	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1P. Elect Dissident Nominee Director Jessica Schell	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1Q. Elect Dissident Nominee Director Leah Solivan	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Walt Disney Company	03-Apr-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
The Walt Disney Company	03-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Gender-Based Compensation and Benefits Inequities	Against
The Walt Disney Company	03-Apr-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Charitable Contributions	Against
The Walt Disney Company	03-Apr-24	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9. Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	Against
The Walt Disney Company	03-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	10. Advisory Vote on Board Size and Related Vacancies	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report for UK Law Purposes	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report for Australian Law Purposes	Against
VINCI SA	09-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Against
Alfen NV	09-Apr-24	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9b. Amend Articles of Association of the Company II	Against
Synopsys, Inc.	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Janice D. Chaffin	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deutsche Telekom AG	10-Apr-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Against
Koninklijke Ahold Delhaize NV	10-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.2. Reelect Helen Weir to Supervisory Board	Against
Dow Inc.	11-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard K. Davis	Against
Dow Inc.	11-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Dow Inc.	11-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thierry Vandal	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	2. SP 2: Report on Impact of Oil and Gas Divestment	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	3. SP 3: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	4. SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	5. SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	Against
Intercos SpA	11-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.2.1. Slate 1 Submitted by Dafe 4000 Srl and Dafe 5000 Srl	Against
Intercos SpA	11-Apr-24	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 Dafe 4000 Srl and Dafe 5000 Srl	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniCredit SpA	12-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Public Service Enterprise Group Incorporated	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Barry H. Ostrowsky	Against
Public Service Enterprise Group Incorporated	16-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Stellantis NV	16-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.e. Reelect Francesca Bellettini as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Reelect Adam Keswick as Non-Executive Director	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fetting	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.f. Reelect Linda Knoll as Non-Executive Director	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.g. Reelect Alessandro Nasi as Non-Executive Director	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.i. Reelect Lorenzo Simonelli as Non-Executive Director	Against
Royal KPN NV	17-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Spotify Technology SA	17-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as A Director	Against
Spotify Technology SA	17-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	4b. Elect Martin Lorentzon as A Director	Against
Spotify Technology SA	17-Apr-24	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael A. Todman	Against
Carrier Global Corporation	18-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.3. Elect Roland Busch to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.6. Elect Peer Schatz to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.7. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Peter Koerte to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Wolfgang Herz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Frederic Pflanz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Reinhard Poellath 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
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	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
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Arnault as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Elect Alexandre Arnault as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Elect Frederic Arnault as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Aena S.M.E. SA	18-Apr-24	Spain	E	Environmental - Climate	Reporting on Climate Transition Plan	9. Advisory Vote on Company's 2023 Updated Report on Climate Action Plan	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Wayne A. I. Frederick	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
Humana Inc.	18-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prysmian SpA	18-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Prysmian SpA	18-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Second Section of the Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Christian Dior SE	18-Apr-24	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
Christian Dior SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
Christian Dior SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Helene Desmarais as Director	Against
Christian Dior SE	18-Apr-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Reelect Jaime de Marichalar y Saenz de Tejada as Censor	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Antoine Arnault, CEO	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Board	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	26. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Against
De'Longhi SpA	19-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. 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
De'Longhi SpA	19-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
De'Longhi SpA	19-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Articles 5-bis and 7	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Harry L. You	Against
Broadcom Inc.	22-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.3.1. Slate 1 Submitted by Pencil Srl	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	23-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4.5. Elect Alberto Candela as Honorary Board Chair	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.1.1. Slate 1 Submitted by Pencil Srl	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Beatrice Guillaume-Grabisch as Director	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Ilham Kadri as Director	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Jean-Victor Meyers as Director	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Nicolas Meyers as Director	Against
Reply SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.1. Slate 1 Submitted by Alika Srl	Against
Reply SpA	23-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2c. Elect Mario Rizzante as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Reply SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate 1 Submitted by Alike Srl	Against
Reply SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5a. Approve Remuneration Policy	Against
Reply SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5b. Approve Second Section of the Remuneration Report	Against
ERG SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.2.1. Slate 1 Submitted by SQ Renewables SpA	Against
ERG SpA	23-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.3. Elect Edoardo Garrone as Board Chair	Against
ERG SpA	23-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against
ERG SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.1. Approve Remuneration Policy	Against
ERG SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.2. Approve Second Section of the Remuneration Report	Against
ERG SpA	23-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Tinexta SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
Tinexta SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
Tinexta SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.3.1. Slate 1 Submitted by Tecno Holding SpA	Against
Tinexta SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5.1.1. Slate 1 Submitted by Tecno Holding SpA	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Olivier Eugene as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	D. Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	E. Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7.1. Slate Submitted by Central Tower Holding Company BV	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7.2. Slate Submitted by Daphne 3 SpA	Against
Ball Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stuart A. Taylor, II	Against
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jane Nelson	Against
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Julio M. Quintana	Withhold
The Goldman Sachs Group, Inc.	24-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	9. Review Proxy Voting Record and Policies Related to Climate Change and Diversity	Against
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	10. Restrict spending on climate change-related analysis or actions	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Lori J. Ryerkerk	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerald B. Smith	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eaton Corporation plc	24-Apr-24	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	24-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Bank of America Corporation	24-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	8. Provide Right to Act by Written Consent	Against
Bank of America Corporation	24-Apr-24	USA	S	Social - Human Capital Management	Report on Pay Disparity	10. Improve Executive Compensation Program and Policy	Against
Intesa Sanpaolo SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve 2024 Performance Shares Plan	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4ii. Elect Paolo Zannoni as Director	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4iv. Elect Miuccia Prada Bianchi as Director	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4vii. Elect Yoel Zaoui as Director	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4viii. Elect Marina Sylvia Caprotti as Director	Against
Prada SpA	24-Apr-24	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	9.2. Appoint Maria Luisa Mosconi as Chairman of Internal Statutory Auditors	Abstain
Prada SpA	24-Apr-24	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	9.3. Appoint Patrizia Arienti as Chairman of Internal Statutory Auditors	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prada SpA	24-Apr-24	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	10.2. Appoint Maria Luisa Mosconi as Chairman of Internal Statutory Auditors	Abstain
Prada SpA	24-Apr-24	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Appoint Patrizia Arienti as Chairman of Internal Statutory Auditors	Abstain
Prada SpA	24-Apr-24	Italy	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	12.2. Appoint Patrizia Arienti as Chairman of Internal Statutory Auditors	Abstain
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen M. Mazzarella	Against
The Cigna Group	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Cigna Group	24-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Endesa SA	24-Apr-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Endesa SA	24-Apr-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy	Against
ASML Holding NV	24-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3a. Approve Remuneration Report	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Martin S. Craighead	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pfizer Inc.	25-Apr-24	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Stated Values and Priorities	Against
Pfizer Inc.	25-Apr-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Corporate Contributions	Against
RELX Plc	25-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BASF SE	25-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Reelect Kurt Bock to the Supervisory Board	Against
BASF SE	25-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Johnson & Johnson	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director D. Scott Davis	Against
Johnson & Johnson	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marillyn A. Hewson	Against
Johnson & Johnson	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson & Johnson	25-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Johnson & Johnson	25-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Gender-Based Compensation and Benefits Inequities	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Ravat, CEO	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Elizabeth Blaise, Vice-CEO	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vincent Ravat, CEO	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Elizabeth Blaise, Vice-CEO	Against
Muenchener Rueckversicherungs-Gesellschaft AG	25-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Muenchener Rueckversicherungs-Gesellschaft AG	25-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Nikolaus von Bomhard to the Supervisory Board	Against
BE Semiconductor Industries NV	25-Apr-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	5.b. Approve Discharge of Supervisory Board	Against
BE Semiconductor Industries NV	25-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BP Plc	25-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Cellnex Telecom SA	25-Apr-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Heineken NV	25-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6b. Reelect P. Mars Wright to Supervisory Board	Against
Kering SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Transaction with Maureen Chiquet, Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	11. Reelect Gilles Martin as Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	12. Reelect Yves-Loic Martin as Non-Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Against
Abbott Laboratories	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Daniel J. Starks	Against
Abbott Laboratories	26-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Merck KGaA	26-Apr-24	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	4. Approve Discharge of Management Board for Fiscal Year 2023	Against
Merck KGaA	26-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Merck KGaA	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Michael Kleinemeier to the Supervisory Board	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
Citigroup Inc.	30-Apr-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Report on Respecting Indigenous Peoples' Rights	Against
Citigroup Inc.	30-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Citigroup Inc.	30-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	9. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Citigroup Inc.	30-Apr-24	USA	S	Social - Animal Welfare	Animal Welfare	10. Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	Against
Hermes International SCA	30-Apr-24	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	30-Apr-24	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	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	30-Apr-24	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	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Reelect Blaise Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	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
Wells Fargo & Company	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ronald L. Sargent	Against
Wells Fargo & Company	30-Apr-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	9. Issue Audited Report on Climate Transition Policies	Against
Wells Fargo & Company	30-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	13. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Francesco Milleri, Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Paul du Saillant, Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	19. Elect Swati Piramal 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
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	33. Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kirk S. Hachigian	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Sylvain Montcouquiol, Management Board Member	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Fabrice Mouchel, Management Board Member	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Olivier Bossard, Management Board Member Until April 21, 2023	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
Anglo American Plc	30-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Stuart Chambers as Director	Against
ENGIE SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	Against
Sanofi	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Paul Hudson, CEO	Against
Sanofi	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sanofi	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	V. Approve Remuneration Report	Against
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	VII. Approve Discharge of Directors	Against
The Coca-Cola Company	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Helene D. Gayle	Against
The Coca-Cola Company	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director David B. Weinberg	Against
The Coca-Cola Company	01-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Coca-Cola Company	01-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Ernst & Young LLP as Auditors	Against
The Coca-Cola Company	01-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
The Coca-Cola Company	01-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	7. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against
The Coca-Cola Company	01-May-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	8. Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Against
PepsiCo, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cesar Conde	Against
PepsiCo, Inc.	01-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	01-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
PepsiCo, Inc.	01-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Gender-Based Compensation and Benefits Inequities	Against
PepsiCo, Inc.	01-May-24	USA	G	Director Related - Board Related	Amend Articles/Bylaws/Charter - Removal of Directors	7. Amend Bylaws to Adopt a Director Election Resignation	Against
PepsiCo, Inc.	01-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	8. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against
PepsiCo, Inc.	01-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	11. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PepsiCo, Inc.	01-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Issue Transparency Report on Global Public Policy and Political Influence	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	02-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	5. Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against
Ecolab Inc.	02-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Pamela B. Strobel	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AbbVie Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Roxanne S. Austin	Against
AbbVie Inc.	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Deutsche Post AG	03-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2023	Against
Deutsche Post AG	03-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Against
Deutsche Post AG	03-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
RWE AG	03-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
HSBC Holdings Plc	03-May-24	United Kingdom	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	17. Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James P. Lederer	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Elizabeth Schwarting	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	Against
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robert Langer	Against
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Elizabeth Nabel	Against
Moderna, Inc.	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Uber Technologies, Inc.	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Uber Technologies, Inc.	06-May-24	USA	S	Social - Health & Safety	Facility Safety	5. Commission a Third-Party Audit on Driver Health and Safety	Against
Eli Lilly and Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director J. Erik Fyrwald	Against
Eli Lilly and Company	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John J. Brennan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Express Company	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	06-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	7. Report on Company's Policy on Merchant Category Codes	Against
Hannover Rueck SE	06-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Herbert Haas to the Supervisory Board	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Torsten Leue to the Supervisory Board	Against
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Juan R. Perez	Withhold
Edwards Lifesciences Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eurazeo SE	07-May-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Jean-Charles Decaux as Supervisory Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Management Board Members	Against
Eurazeo SE	07-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	12. Approve Compensation Report of Corporate Officers	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Christophe Baviere, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of William Kadouch-Chassaing, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Sophie Flak, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Olivier Millet, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Virginie Morgon, Management Board Member Until February 5, 2023	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Compensation of Marc Frappier, Management Board Member Until February 5, 2023	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Nicolas Huet, Management Board Member Until February 5, 2023	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Koninklijke Philips NV	07-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.e. Approve Remuneration Report	Against
Koninklijke Philips NV	07-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4.a. Reelect F. Sijbesma to Supervisory Board	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Glyn F. Aeppel	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark Durcan	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ANTA Sports Products Limited	08-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	6. Elect Zheng Jie as Director and Authorize Board to Fix His Remuneration	Against
ANTA Sports Products Limited	08-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	08-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize Reissuance of Repurchased Shares	Against
Allianz SE	08-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Against
Allianz SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gilead Sciences, Inc.	08-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Gilead Sciences, Inc.	08-May-24	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	6. Report on Risks of Supporting Abortion	Against
Kinder Morgan, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert F. Vagt	Against
Mercedes-Benz Group AG	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Enbridge Inc.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Susan M. Cunningham	Against
Enbridge Inc.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Steven W. Williams	Against
Enbridge Inc.	08-May-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Enbridge Inc.	08-May-24	Canada	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	4. SP 1: Report on Governance Systems in Light of Climate and Environmental Misrepresentations	Against
GSK Plc	08-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Haleon Plc	08-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sir Dave Lewis as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deirdre Mahlan as Director	Against
Union Pacific Corporation	09-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Stryker Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Allan C. Golston	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stryker Corporation	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teradyne, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Herweck	Against
Teradyne, Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Activities and Action	4. Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	Against
Verizon Communications Inc.	09-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	8. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Verizon Communications Inc.	09-May-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	9. Report on Lead-Sheathed Cables	Against
Repsol SA	09-May-24	Spain	E	Environmental - Climate	Management Climate-Related Proposal	10. Advisory Vote on the Company's Energy Transition Strategy	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director E. Marie McKee	Against
Duke Energy Corporation.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Duke Energy Corporation.	09-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	Against
Duke Energy Corporation.	09-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Financial Statement Assumption and Climate Change	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George L. Fotiades	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prologis, Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Progressive Corporation	10-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
ASM International NV	13-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6a. Reelect Didier Lamouche to Supervisory Board	Against
Laboratory Corporation of America Holdings	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richelle P. Parham	Against
Laboratory Corporation of America Holdings	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Thierry Schwob as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
BNP Paribas SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Jean-Laurent Bonnafe, CEO	Against
Deutsche Boerse AG	14-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Martin Jetter to the Supervisory Board	Against
Deutsche Boerse AG	14-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Barbara Lambert to the Supervisory Board	Against
Deutsche Boerse AG	14-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Andres R. Gluski	Against
Waste Management, Inc.	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Signify NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Signify NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.a. Approve Remuneration Policy for the Management Board	Against
Neoen SA	14-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Simon Veyrat as Director	Against
Neoen SA	14-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Fonds Strategique de Participations as Director	Against
Neoen SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	14-May-24	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 90 Million	Against
Neoen SA	14-May-24	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 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Elevance Health, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis Hay, III	Against
Elevance Health, Inc.	15-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Elevance Health, Inc.	15-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Enphase Energy, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph Malchow	Withhold
Enphase Energy, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vertex Pharmaceuticals Incorporated	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Vertex Pharmaceuticals Incorporated	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy for the Management Board	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Susanne Klatten to the Supervisory Board	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Stefan Quandt to the Supervisory Board	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Daimler Truck Holding AG	15-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023	Against
Daimler Truck Holding AG	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Eni SpA	15-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
SAP SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Gerhard Oswald to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Friederike Rotsch 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
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David W. Biegler	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J. Veronica Biggins	Against
Southwest Airlines Co.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Related - Board Related	Amend Articles/Bylaws/Charter - Removal of Directors	6. Adopt Majority Vote Cast to Remove Directors With or Without Cause	Against
CVS Health Corporation	16-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Adopt Director Election Resignation Bylaw	Against
CVS Health Corporation	16-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
CVS Health Corporation	16-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	8. Adopt Policy to Require Director Allocation of Hours Disclosure	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Christine Y. Yan	Against
ON Semiconductor Corporation	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Adyen NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect Caoimhe Keogan to Supervisory Board	Against
Otis Worldwide Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Shailesh G. Jejurikar	Against
Otis Worldwide Corporation	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Otis Worldwide Corporation	16-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Adopt Policy on Improved Majority Voting for Election of Directors	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Wayne M. Hewett	Against
The Home Depot, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Home Depot, Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against
The Home Depot, Inc.	16-May-24	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Corporate Contributions	Against
The Home Depot, Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Civil Rights and Non-Discrimination Audit	Against
The Home Depot, Inc.	16-May-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	8. Disclose a Biodiversity Impact and Dependency Assessment	Against
E.ON SE	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Heidelberg Materials AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Heidelberg Materials AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Reelect Ludwig Merckle to the Supervisory Board	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Scott Gottlieb	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	Against
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Just Eat Takeaway.com NV	16-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2c. Approve Remuneration Report	Against
Just Eat Takeaway.com NV	16-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4b. Approve Discharge of 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
Capgemini SE	16-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Laurence Metzke as Representative of Employee Shareholders to the Board	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	8. Reelect Vincent Vallejo as Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.a. Reelect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.b. Reelect Cathia Lawson-Hall as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.c. Reelect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.d. Reelect James Mitchell as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.e. Reelect Manning Doherty as Non-Executive Director	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Elect Director David H. Sidwell	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	16-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12.3. Approve Remuneration Report	Against
Chubb Limited	16-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chubb Limited	16-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Transact Other Business	Against
Wendel SE	16-May-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Thomas de Villeneuve as Supervisory Board Member	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Laurent Mignon, Chairman of the Management Board	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of David Darmon, Management Board Member	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Management Board	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Management Board Members	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wendel SE	16-May-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Withhold
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Beth E. Mooney	Withhold
AT&T Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AT&T Inc.	16-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	Against
AT&T Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Respecting Workforce Civil Liberties	Against
Intercontinental Exchange, Inc.	17-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	17-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Compagnie Generale des Etablissements Michelin SCA	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of General Managers	Against
Compagnie Generale des Etablissements Michelin SCA	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Florent Menegaux	Against
Compagnie Generale des Etablissements Michelin SCA	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Yves Chapot	Against
Fresenius SE & Co. KGaA	17-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Zalando SE	17-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	17-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Laurent Rousseau, CEO from January 1, 2023 to January 25, 2023	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois de Varenne, CEO from January 26, 2023 to April 30, 2023	Against
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry Leger, CEO since May 1, 2023	Against
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
SCOR SE	17-May-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	29. Authorize up to 1 Million Shares for Use in Stock Option Plans	Against
SCOR SE	17-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	30. Authorize Issuance of up to 3.5 Million Shares for Use in Restricted Stock Plans	Against
Iberdrola SA	17-May-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Advisory Vote on Remuneration Report	Against
Easterly Government Properties, Inc.	17-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Cynthia A. Fisher	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda B. Bammann	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JPMorgan Chase & Co.	21-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Impacts of JPMC's Climate Transition Policies	Against
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	8. Review Proxy Voting Record and Policies Related to Climate Change and Diversity	Against
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	11. Report on Civil Rights and Non-Discrimination Audit	Against
Shell Plc	21-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Shell Plc	21-May-24	United Kingdom	E	Environmental - Climate	Reporting on Climate Transition Plan	22. Approve the Shell Energy Transition Strategy	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PayPal Holdings, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
PayPal Holdings, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
PayPal Holdings, Inc.	22-May-24	USA	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	6. Amend Bylaw Regarding Stockholder Approval of Director Compensation	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Louise M. Parent	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert W. Scully	Against
Zoetis Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	22-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Adopt Policy on Improved Majority Voting for Election of Directors	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	4. Establish a Public Policy Committee	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Board Committee on Corporate Financial Sustainability	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Viewpoint Discrimination	Against
Amazon.com, Inc.	22-May-24	USA	E, S	Environmental - Climate	Report on "Just Transition"	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	15. Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	16. Establish a Board Committee on Artificial Intelligence	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Paul Walsh	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McDonald's Corporation	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	22-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	9. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
McDonald's Corporation	22-May-24	USA	S	Social - Charitable Spending	Charitable Contributions	10. Report on Corporate Contributions	Against
McDonald's Corporation	22-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	11. Issue Transparency Report on Global Public Policy and Political Influence	Against
Mondelez International, Inc.	22-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	5. Establish Subcommittee Study on Company Affiliations	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	4. Adopt Simple Majority Vote Requirement	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	9. Reelect Olivier Auffray as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	10. Reelect Nicole Gourmelon as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Louis Tercinier as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against
The Southern Company	22-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Dale E. Klein	Against
The Southern Company	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	5. Adopt Simple Majority Vote	Against
PUMA SE	22-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Against
PUMA SE	22-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve New Unvested Stock Award Plan for Management and Key Employees	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	19. Reelect Janet Davidson to Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
STMicroelectronics NV	22-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	20. Elect Pascal Daloz to Supervisory Board	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Laurence Daures as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Orange SA	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Christel Heydemann, CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
Orange SA	22-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Against
Orange SA	22-May-24	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	A. Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
NextEra Energy, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Equinix, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sandra Rivera	Against
Equinix, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Betsy D. Holden	Against
Kenvue Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dennis M. Nally	Against
Morgan Stanley	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	23-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	Against
Sixth Street Specialty Lending, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard Higginbotham	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LEG Immobilien SE	23-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Burelle SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under 18-20	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	23. Authorize Capital Increase of Up to EUR 25 Million for Future Exchange Offers	Against
Burelle SA	23-May-24	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	25. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Against
The Charles Schwab Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joan T. Dea	Against
The Charles Schwab Corporation	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Charles Schwab Corporation	23-May-24	USA	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	4. Improve Executive Compensation Program and Policy	Against
The Charles Schwab Corporation	23-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Prudential Plc	23-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Amundi SA	24-May-24	France	E	Environmental - Climate	Reporting on Climate Transition Plan	24. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against
NN Group NV	24-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.A. Adopt Remuneration Policy for the Executive Board	Against
TotalEnergies SE	24-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Jacques Aschenbroich as Director	Against
TotalEnergies SE	24-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Patrick Pouyanne, Chairman and CEO	Against
TotalEnergies SE	24-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
TotalEnergies SE	24-May-24	France	E	Environmental - Climate	Reporting on Climate Transition Plan	14. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.b. Amend Remuneration Policy	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	3.c. Approve Amended LTI Plan	Against
EXOR NV	28-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4.a. Approve Discharge of Executive Director	Against
EXOR NV	28-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4.b. Approve Discharge of Non-Executive Directors	Against
Merck & Co., Inc.	28-May-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	Against
Merck & Co., Inc.	28-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	5. Disclose a Government Censorship Transparency Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Merck & Co., Inc.	28-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Civil Rights and Non-Discrimination Audit	Against
Pirelli & C. SpA	28-May-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.1.1. Slate 1 Submitted by Marco Polo International Italy Srl, Camfin SpA, Camfin Alternative Assets Srl and Longmarch Holding Srl	Against
Pirelli & C. SpA	28-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	28-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	28-May-24	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Three-year Monetary Incentive Plan 2024-2026	Against
NXP Semiconductors N.V.	29-May-24	Netherlands	G	Director Election - Director Election	Elect Director	3i. Reelect Gregory Summe as Non-Executive Director	Against
NXP Semiconductors N.V.	29-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia D. Fili-Krushel	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	29-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	12. Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against
Forvia SE	30-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Patrick Koller, CEO	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Election - Director Election	Elect Director	7.07. Elect Yang Xiaoping as Director	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Debt Financing Instruments	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
Ferguson Plc	30-May-24	Jersey	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	2.D. Provide Right to Call a Special Meeting	Against
Ferguson Plc	30-May-24	Jersey	G	Capitalization - Capital Structure Related	Authorize New Class of Preferred Stock	2.G. Authorize New Class of Preferred Stock	Against
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A2. Elect Lee Man Yin as Director	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A3. Elect Lee Yin Yee as Director	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A4. Elect Lo Wan Sing, Vincent as Director	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A5. Elect Kan E-ting, Martin as Director	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Adopt 2024 Share Option Scheme, Scheme Mandate Limit and Service Provider Submit and Related Transactions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UnitedHealth Group Incorporated	03-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	4. Report on Congruency of Political Spending with Company Values and Priorities	Against
Shopify Inc.	04-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	04-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Approve the Unallocated Options under the Stock Option Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve the Third Amended and Restated Long Term Incentive Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote on Executive Compensation Approach	Against
Booking Holdings Inc.	04-Jun-24	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	5. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
General Motors Company	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
General Motors Company	04-Jun-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	5. Eliminate EV Targets from Incentive Compensation Programs	Against
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Angela Ahrendts	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Chenault	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
LPKF Laser & Electronics SE	05-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
LPKF Laser & Electronics SE	05-Jun-24	Germany	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	10. Approve Stock Option Plan for Management Board; Approve Creation of EUR 950,000 Pool of Conditional Capital 2024/II to Guarantee Conversion Rights	Against
LPKF Laser & Electronics SE	05-Jun-24	Germany	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	11. Approve Stock Option Plan for Key Employees; Approve Creation of EUR 1.5 Million Pool of Conditional Capital 2024/III to Guarantee Conversion Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	05-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on a Civil Rights and Non-Discrimination Audit	Against
Walmart Inc.	05-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Establish a Board Committee on Corporate Financial Sustainability	Against
Amadeus IT Group SA	05-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
Amadeus IT Group SA	05-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Encavis AG	05-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Encavis AG	05-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Encavis AG	05-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Marcus Schenck to the Supervisory Board	Against
Encavis AG	05-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Ayleen Oehmen-Goerisch to the Supervisory Board	Against
Encavis AG	05-Jun-24	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nicolas Galperin	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patricia Fili-Krushel	Against
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
lululemon athletica inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Emily White	Against
lululemon athletica inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
lululemon athletica inc.	06-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Report on Risks from Company's Use of Animal-Derived Materials	Against
BYD Company Limited	06-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Grant of General Mandate to the Board to Issue Additional H Shares	Against
BYD Company Limited	06-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve General Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares	Against
BYD Company Limited	06-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against
7C Solarparken AG	06-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
7C Solarparken AG	06-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy for the Management Board	Against
Exclusive Networks SA	06-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Jesper Trolle, CEO	Against
Exclusive Networks SA	06-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO	Against
Fastned BV	06-Jun-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2c. Approve Remuneration Report Containing Remuneration Policy	Against
Fastned BV	06-Jun-24	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Kirk E. Arnold	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1l. Elect Director John P. Surma	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trane Technologies Plc	06-Jun-24	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against
Compagnie de Saint-Gobain SA	06-Jun-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Jean-Francois Cirelli as Director	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay C. Hoag	Against
Netflix, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	06-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Establish Committee on Corporate Sustainability	Against
Netflix, Inc.	06-Jun-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Director Election Resignation Bylaw	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Amend Code of Ethics and Report on Board Compliance with the Amended Code	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin J. Kennedy	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Edward D. Breen	Withhold
Comcast Corporation	10-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Daniel M. Dickinson	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	Against
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Teresa A. Taylor	Withhold
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	11. Elect Director Dmitri L. Stockton	Against
Target Corporation	12-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Target Corporation	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Target Corporation	12-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	Against
Target Corporation	12-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Stated Values	Against
Target Corporation	12-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Charitable Contributions	Against
Unibail-Rodamco-Westfield NV	12-Jun-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Unibail-Rodamco-Westfield NV	12-Jun-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
NHOA SA	13-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
NHOA SA	13-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	21. Authorize up to 175,000 Shares for Use in Stock Option Plans	Against
Worldline SA	13-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Gilles Grapinet, CEO	Against
Worldline SA	13-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Marc-Henri Desportes, Vice-CEO	Against
Worldline SA	13-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	33. Authorize up to 0.86 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James Murdoch	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kimbal Musk	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tesla, Inc.	13-Jun-24	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	3. Change State of Incorporation from Delaware to Texas	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Ratify Performance Based Stock Options to Elon Musk	Against
Tesla, Inc.	13-Jun-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	10. Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against
KEYENCE Corp.	14-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nakata, Yu	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Repurchase of Up to 8 Percent of Issued Share Capital	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Bollore, Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Sebastien Bollore, Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Compagnie de l'Odet SE	14-Jun-24	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
Daiichi Sankyo Co., Ltd.	17-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Okuzawa, Hiroyuki	Against
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard K. Davis	Against
Mastercard Incorporated	18-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mastercard Incorporated	18-Jun-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Director Election Resignation Bylaw	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mastercard Incorporated	18-Jun-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	7. Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against
Mastercard Incorporated	18-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Gender-Based Compensation and Benefits Inequities	Against
Tokyo Electron Ltd.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kawai, Toshiki	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hayakawa, Shigeru	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sir Philip Craven	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.2. Elect Roger Rabalais to the Supervisory Board	Against
Delivery Hero SE	19-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Mitsui & Co., Ltd.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yasunaga, Tatsuo	Against
Mitsui & Co., Ltd.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Uchiyamada, Takeshi	Against
Acciona SA	19-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
eBay Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Adriane M. Brown	Against
eBay Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Frederic Cren, Chairman and CEO	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Pierre Broqua, 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
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Frederic Cren, Chairman and CEO	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Pierre Broqua, Vice-CEO	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12. Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 700,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 700,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 625,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	25. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 700,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities for Private Placements Reserved for Specific Beneficiaries in the Framework of an Equity Line on the American Market, up to Aggregate Nominal Amount of EUR 250,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23 and 25-26	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	28. Authorize Capital Increase of Up to EUR 420,000 for Future Exchange Offers	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	29. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	30. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	33. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	34. Approve Issuance of 600,000 Warrants (BSA 2024) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Inventiva SA	20-Jun-24	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	36. Add Article 23 of Bylaws Re: Censor	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Shimada, Akira	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3. Appoint Shareholder Director Nominee Maeda, Tomoki	Against
Haier Smart Home Co., Ltd.	20-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	13. Approve Grant of General Mandate to the Board of Directors to Decide to Issue Domestic and Overseas Debt Financing Instruments	Against
Haier Smart Home Co., Ltd.	20-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	19. Amend Articles of Association	Against
Match Group, Inc.	21-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Glenn H. Schiffman	Against
Hitachi Ltd.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Yoshihara, Hiroaki	Against
QIAGEN NV	21-Jun-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.h. Reelect Elizabeth E. Tallett to Supervisory Board	Against
STEICO SE	21-Jun-24	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Against
STEICO SE	21-Jun-24	Germany	G	Director Election - Director Election	Elect Director	5.1. Elect Paul O'Gorman to the Board of Directors	Against
STEICO SE	21-Jun-24	Germany	G	Director Election - Director Election	Elect Director	5.2. Elect Aiveen Kearney to the Board of Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kenneth A. Siegel	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marc Beilinson	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director A.B. Krongard	Against
NIO Inc.	25-Jun-24	Cayman Islands	G	Director Election - Director Election	Elect Director	1b. Elect Director Yu Long	Against
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Christophe Weber	Against
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Annual Bonus Payment for Directors and Statutory Auditors	4. Approve Annual Bonus	Against
Aroundtown SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Aroundtown SA	26-Jun-24	Luxembourg	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9. Approve Share Repurchase	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Shimizu, Hiroshi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.13. Elect Director Kamezawa, Hironori	Against
Nagarro SE	27-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Nintendo Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Furukawa, Shuntaro	Against
Nintendo Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Chris Meledandri	Against
Nintendo Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Umeyama, Katsuhiko	Against
SMC Corp. (Japan)	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.9. Elect Director Kaizu, Masanobu	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shin-Etsu Chemical Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Saito, Yasuhiko	Against
Shin-Etsu Chemical Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Komiyama, Hiroshi	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Salesforce, Inc.	27-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Viewpoint Discrimination	Against
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Director Election - Director Election	Elect Director	4.A. Reelect Enrique Diaz-Tejeiro Gutierrez as Director	Against
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Director Election - Director Election	Elect Director	4.C. Reelect Maria Dolores Larranaga Horna as Director	Against
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Director Election - Director Election	Elect Director	4.F. Reelect Manuel Azpilicueta Ferrer as Director	Against
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. 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
Snowflake Inc.	02-Jul-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark S. Garrett	Withhold
Snowflake Inc.	02-Jul-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jayshree V. Ullal	Withhold
Snowflake Inc.	02-Jul-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Industria de Diseno Textil SA	09-Jul-24	Spain	G	Director Election - Director Election	Elect Director	7.c. Reelect Denise Patricia Kingsmill as Director	Against
JDC Group AG	18-Jul-24	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Dr. Merschmeier + Partner GmbH as Auditors for Fiscal Year 2024	Against
JDC Group AG	18-Jul-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Thomas Lerch to the Supervisory Board	Against
JDC Group AG	18-Jul-24	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	7. Approve Increase in Size of Board to Eight Members	Against
JDC Group AG	18-Jul-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Michael Schlieckmann 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
JDC Group AG	18-Jul-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Franziska von Lewinski to the Supervisory Board	Against
JDC Group AG	18-Jul-24	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 6.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Wavestone SA	25-Jul-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Acknowledge Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Wavestone SA	25-Jul-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Marie-Ange Verdickt as Director	Against
Wavestone SA	25-Jul-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Karsten Hoppner, Vice-CEO	Against
Electronic Arts Inc.	01-Aug-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Talbott Roche	Against
Electronic Arts Inc.	01-Aug-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prosus NV	21-Aug-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Prosus NV	21-Aug-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Prosus NV	21-Aug-24	Netherlands	G	Director Election - Director Election	Elect Director	11.2. Reelect Craig Enenstein as Director	Against
SeSa SpA	28-Aug-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	28-Aug-24	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	28-Aug-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	4.3.1. Slate 1 Submitted by ITH SpA	Against
SeSa SpA	28-Aug-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4.4. Elect Paolo Castellacci as Board Chair	Against
SeSa SpA	28-Aug-24	Italy	G	Director Related - Board Related	Company-Specific Board-Related	4.5. Approve Remuneration of Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SeSa SpA	28-Aug-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Articles 11, 12, 19, and 23	Against
SeSa SpA	28-Aug-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	2. Amend Company Bylaws Re: Article 7 to Amend the Matters to which Increased Voting Rights Apply	Against
SeSa SpA	28-Aug-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	3. Allow Additional Voting Right for Shares with Double Voting Rights	Against
PVA TePla AG	30-Aug-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Dieter May to the Supervisory Board	Against
PVA TePla AG	30-Aug-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Christoph von Seidel to the Supervisory Board	Against
PVA TePla AG	30-Aug-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
PVA TePla AG	30-Aug-24	Germany	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	11. Amend Articles Re: General Meeting Resolutions	Against
NIKE, Inc.	10-Sep-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cathleen Benko	Withhold
NIKE, Inc.	10-Sep-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	10-Sep-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	10-Sep-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	Against
Reply SpA	17-Sep-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Articles of Association Re: Article 12	Against
Reply SpA	17-Sep-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	2. Amend Articles of Association Re: Enhancement of the Increased Voting Rights Mechanism	Against
Reply SpA	17-Sep-24	Italy	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	Against
Wise Plc	18-Sep-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wise Plc	18-Sep-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Diageo Plc	26-Sep-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
The Procter & Gamble Company	08-Oct-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Christine M. McCarthy	Against
The Procter & Gamble Company	08-Oct-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Medtronic Plc	17-Oct-24	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth G. Nabel	Against
Medtronic Plc	17-Oct-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lam Research Corporation	05-Nov-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael R. Cannon	Against
Lam Research Corporation	05-Nov-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jyoti K. Mehra	Against
Lam Research Corporation	05-Nov-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Paul J. Fribourg	Withhold
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Barry S. Sternlicht	Withhold
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Pernod Ricard SA	08-Nov-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Cesar Giron as Director	Against
Pernod Ricard SA	08-Nov-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	08-Nov-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yanai, Tadashi	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hattori, Nobumichi	Against
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Shintaku, Masaaki	Against
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Kaneko, Keiko	Against
Ferguson Enterprises Inc.	05-Dec-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Alan Murray	Against
Cisco Systems, Inc.	09-Dec-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Daniel H. Schulman	Against
Cisco Systems, Inc.	09-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	10-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Weapons	Weapons - Related	4. Report on Risks of Weapons Development	Against
Microsoft Corporation	10-Dec-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	5. Assess and Report on Investing in Bitcoin	Against
Microsoft Corporation	10-Dec-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	7. Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	Against
Microsoft Corporation	10-Dec-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	8. Report on Risks Related to AI Generated Misinformation and Disinformation	Against
Palo Alto Networks, Inc.	10-Dec-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nir Zuk	Against
Palo Alto Networks, Inc.	10-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	10-Dec-24	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Against
Atlassian Corporation	11-Dec-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Richard P. Wong	Against
Tinexta SpA	12-Dec-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Company Bylaws Re: Article 7	Against
Tinexta SpA	12-Dec-24	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	3. Amend Company Bylaws Re: Article 13	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FILA - Fabbrica Italiana Lapis ed Affini SpA	16-Dec-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Articles 9, 10 and 16	Against
PDD Holdings Inc.	20-Dec-24	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Director George Yong-Boon Yeo	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John W. Stanton	For
Costco Wholesale Corporation	18-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Air Products and Chemicals, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Matthew H. Paull	For
Accenture plc	31-Jan-24	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Nancy McKinstry	For
Accenture plc	31-Jan-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Apple Inc.	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Andrea Jung	For
Deere & Company	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dmitri L. Stockton	For
Deere & Company	28-Feb-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Starbucks Corporation	13-Mar-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jorgen Vig Knudstorp	For
Starbucks Corporation	13-Mar-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	4. Report on Plant-Based Milk Pricing	For
Samsung Electronics Co., Ltd.	20-Mar-24	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	4. Elect Yoo Myeong-hui as a Member of Audit Committee	For
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Simon Henry as Director	For
VINCI SA	09-Apr-24	France	G	Director Election - Director Election	Elect Director	4. Reelect Benoit Bazin as Director	For
Dow Inc.	11-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeff M. Fettig	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dow Inc.	11-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Royal Bank of Canada	11-Apr-24	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	6. SP 6: Report on Loans Made by the Bank in Support of the Circular Economy	For
Telefonica SA	11-Apr-24	Spain	G	Director Election - Director Election	Elect Director	4.1. Reelect Isidro Faine Casas as Director	For
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	5m. Re-elect Marcus Wallenberg as Director	For
Stellantis NV	16-Apr-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2.g. Approve Discharge of Directors	For
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Amy Banse	For
Adobe Inc.	17-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Adobe Inc.	17-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	For
AXA SA	23-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	For
AXA SA	23-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	For
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Julio M. Quintana	Withhold
The Goldman Sachs Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter Oppenheimer	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	7. Issue Environmental Justice Report	For
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Monica C. Lozano	For
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Michael D. White	For
Bank of America Corporation	24-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	For
Bank of America Corporation	24-Apr-24	USA	S	Social - Human Capital Management	Report on Pay Disparity	10. Improve Executive Compensation Program and Policy	Against
Intesa Sanpaolo SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. Approve Remuneration Policy	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intesa Sanpaolo SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against
ASML Holding NV	24-Apr-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4b. Approve Discharge of Supervisory Board	For
BP Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Helge Lund as Director	For
Cellnex Telecom SA	25-Apr-24	Spain	G	Director Election - Director Election	Elect Director	6. Reelect Alexandra Reich as Director	For
Heineken NV	25-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration Policy for Executive Board	For
Heineken NV	25-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6a. Reelect R.J.M.S. Huet to Supervisory Board	For
Kering SA	25-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Jean-Pierre Denis as Director	For
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Duncan P. Hennes	For
Citigroup Inc.	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Citigroup Inc.	30-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	For
Citigroup Inc.	30-Apr-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Report on Respecting Indigenous Peoples' Rights	Against
Wells Fargo & Company	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Celeste A. Clark	For
Wells Fargo & Company	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	V. Approve Remuneration Report	Against
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	VII. Approve Discharge of Directors	Against
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Reelect Clarissa Lins as Director	For
The Coca-Cola Company	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thomas S. Gayner	For
The Coca-Cola Company	01-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	7. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PepsiCo, Inc.	01-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	8. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against
PepsiCo, Inc.	01-May-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	9. Report on Risks Related to Biodiversity and Nature Loss	For
Unilever Plc	01-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	For
Unilever Plc	01-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	For
Unilever Plc	01-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Elect Ian Meakins as Director	For
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Christiana Smith Shi	For
United Parcel Service, Inc.	02-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Ecolab Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eric M. Green	For
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Olivier Bohuon as Director	For
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Mehmood Khan as Director	For
AbbVie Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Glenn F. Tilton	For
HSBC Holdings Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4e. Re-elect Rachel Duan as Director	For
HSBC Holdings Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4h. Re-elect James Forese as Director	For
HSBC Holdings Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4l. Re-elect Eileen Murray as Director	For
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Railroad Safety Committee	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert Eckert	For
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David I. Trujillo	For
Eli Lilly and Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jamere Jackson	For
Kinder Morgan, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	For
Enbridge Inc.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Susan M. Cunningham	Against
Enbridge Inc.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Stephen S. Poloz	For
Enbridge Inc.	08-May-24	Canada	E	Environmental - Climate	GHG Emissions	5. SP 2: Disclose the Company's Scope 3 Emissions	For
Union Pacific Corporation	09-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	For
Teradyne, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marilyn Matz	For
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John T. Herron	For
Duke Energy Corporation.	09-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	Against
Laboratory Corporation of America Holdings	14-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kathryn E. Wengel	For
Laboratory Corporation of America Holdings	14-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Laboratory Corporation of America Holdings	14-May-24	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Transport of Nonhuman Primates Within the U.S.	For
BNP Paribas SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEOs	For
BNP Paribas SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Compensation of Yann Gerardin, Vice-CEO	For
BNP Paribas SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Thierry Laborde, Vice-CEO	For
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Charles St Leger Searle as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Elevance Health, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Antonio F. Neri	For
Eni SpA	15-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Reelect Bernd Scheifele to the Supervisory Board	For
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	For
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	For
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	For
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	For
Nexans SA	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Christopher Guerin, CEO	For
Nexans SA	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	For
JPMorgan Chase & Co.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda B. Bammann	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen B. Burke	For
JPMorgan Chase & Co.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Mellody Hobson	For
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Louise M. Parent	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Paul Walsh	Against
McDonald's Corporation	22-May-24	USA	S	Social - Animal Welfare	Animal Welfare	7. Approve Request on Cage Free Egg Progress Disclosure	For
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dion J. Weisler	For
The Southern Company	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John D. Johns	For
The Southern Company	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Southern Company	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	5. Adopt Simple Majority Vote	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	For
Archer-Daniels-Midland Company	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kirk S. Hachigian	For
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dennis M. Nally	Against
Morgan Stanley	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Enel SpA	23-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	For
AIA Group Limited	24-May-24	Hong Kong	G	Director Election - Director Election	Elect Director	4. Elect Chung-Kong Chow as Director	For
AIA Group Limited	24-May-24	Hong Kong	G	Director Election - Director Election	Elect Director	5. Elect John Barrie Harrison as Director	For
AIA Group Limited	24-May-24	Hong Kong	G	Director Election - Director Election	Elect Director	6. Elect Cesar Velasquez Purisima as Director	For
TotalEnergies SE	24-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Jacques Aschenbroich as Director	Against
ASR Nederland NV	29-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	For
ASR Nederland NV	29-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.e. Reelect Joop Wijn to Supervisory Board	For
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	29-May-24	USA	S	Social - Political Spending	Political Activities and Action	13. Report on Political Advertising and Election Cycle Enhanced Actions	For
OCI NV	29-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	For
OCI NV	29-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9d. Reelect Anja Montijn-Groenewoud as Non-Executive Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Forvia SE	30-May-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Jean-Bernard Levy as Director	For
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Election - Director Election	Elect Director	7.04. Elect Cai Fangfang as Director	For
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Election - Director Election	Elect Director	7.05. Elect Fu Xin as Director	For
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Timothy Flynn	For
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
General Motors Company	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Wesley G. Bush	For
General Motors Company	04-Jun-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	6. Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	For
BYD Company Limited	06-Jun-24	China	G	Strategic Transactions - Corporate Transactions/Reorganiza tions	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantee	For
Compagnie de Saint-Gobain SA	06-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	For
Compagnie de Saint-Gobain SA	06-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	For
Netflix, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anne M. Sweeney	For
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	For
Freeport-McMoRan, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David P. Abney	For
Freeport-McMoRan, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Frances Fragos Townsend	For
Freeport-McMoRan, Inc.	11-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Rayford Wilkins, Jr.	For
Caterpillar, Inc.	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Target Corporation	12-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	Against
Target Corporation	12-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Animal Pain Management	For
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	13-Jun-24	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	3. Change State of Incorporation from Delaware to Texas	Against
Tesla, Inc.	13-Jun-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	10. Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against
Tesla, Inc.	13-Jun-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	12. Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	For
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hayakawa, Shigeru	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sato, Koji	For
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Oshima, Masahiko	For
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.10. Elect Director Osono, Emi	For
Inventiva SA	20-Jun-24	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	30. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Dawn Hudson	For
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	For
NVIDIA Corporation	26-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Shin-Etsu Chemical Co., Ltd.	27-Jun-24	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Stock Option Plan	For
Vodafone Group Plc	30-Jul-24	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Jean-Francois van Boxmeer as Director	For
Vodafone Group Plc	30-Jul-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Linde Plc	30-Jul-24	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Ann-Kristin Achleitner	For
Linde Plc	30-Jul-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Prosus NV	21-Aug-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	7. Approve Discharge of Non-Executive Directors	For
Prosus NV	21-Aug-24	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Shares	For
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Director Election - Director Election	Elect Director	5.4. Elect Director Irene Yun-Lien Lee	For
Diageo Plc	26-Sep-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Javier Ferran as Director	For
The Procter & Gamble Company	08-Oct-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joseph Jimenez	For
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	For
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Ono, Naotake	For
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Kathy Mitsuko Koll	For
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Kurumado, Joji	For
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Kyoya, Yutaka	For
Microsoft Corporation	10-Dec-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Carlos A. Rodriguez	For
Palo Alto Networks, Inc.	10-Dec-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John Key	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intuit Inc.	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Suzanne Nora Johnson	Against
Intuit Inc.	18-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intuit Inc.	18-Jan-24	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Micron Technology, Inc.	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard M. Beyer	Against
Micron Technology, Inc.	18-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Denise M. Morrison	Against
Visa Inc.	23-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Becton, Dickinson and Company	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director R. Andrew Eckert	Against
Becton, Dickinson and Company	23-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Air Products and Chemicals, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lisa A. Davis	Against
Air Products and Chemicals, Inc.	25-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Emerson Electric Co.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Blinn	Against
Emerson Electric Co.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Turley	Against
Emerson Electric Co.	06-Feb-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Emerson Electric Co.	06-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG LLP as Auditors	Against
Emerson Electric Co.	06-Feb-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	6. Adopt Simple Majority Vote	For
Rockwell Automation, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	A.1. Elect Director Alice L. Jolla	Withhold
Rockwell Automation, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	A.2. Elect Director Lisa A. Payne	Withhold
Rockwell Automation, Inc.	06-Feb-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siemens AG	08-Feb-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Siemens AG	08-Feb-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Infineon Technologies AG	23-Feb-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Apple Inc.	28-Feb-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Apple Inc.	28-Feb-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	28-Feb-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	7. Report on Use of Artificial Intelligence	For
Deere & Company	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Leanne G. Caret	Against
Deere & Company	28-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Deere & Company	28-Feb-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Applied Materials, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against
Applied Materials, Inc.	07-Mar-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Applied Materials, Inc.	07-Mar-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Starbucks Corporation	13-Mar-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	4. Report on Plant-Based Milk Pricing	For
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	1e. Elect Director William A. Jeffrey	Against
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	1h. Elect Director Abhijit Y. Talwalkar	Against
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TE Connectivity Ltd.	13-Mar-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Banco Bilbao Vizcaya Argentaria SA	14-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Remuneration Report	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Paul-Francois Fournier as Director	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Arnaud Taverne as Director	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Director Election - Director Election	Elect Director	7. Elect Societe Alpes du Nord Amenagement Touristique as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie des Alpes SA	14-Mar-24	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Appoint KPMG SA as Auditor	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Dominique Thillaud, CEO	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Loic Bonhoure, Vice-CEO	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
Compagnie des Alpes SA	14-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
Banco Santander SA	21-Mar-24	Spain	G	Director Election - Director Election	Elect Director	3.G. Reelect Jose Antonio Alvarez Alvarez as Director	Against
Banco Santander SA	21-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.A. Approve Remuneration Policy	Against
Banco Santander SA	21-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.F. Advisory Vote on Remuneration Report	Against
Argan SA	21-Mar-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	6. Approve Auditors' Special Report on Related-Party Transactions	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Corporate Officers	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Ronan Le Lan, Chairman of the Management Board	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Francis Albertinelli, Management Board Member	Against
Argan SA	21-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Frederic Larroumets, Management Board Member	Against
Argan SA	21-Mar-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Argan SA	21-Mar-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Randstad NV	26-Mar-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2c. 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
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Director Election - Director Election	Elect Director	13. Reelect Anne-Marie Graffin as Director	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. 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	26-Mar-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. 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	26-Mar-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. 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	26-Mar-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	24. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Sartorius Stedim Biotech SA	26-Mar-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	25. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Schlumberger N.V.	03-Apr-24	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Vanitha Narayanan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schlumberger N.V.	03-Apr-24	Curacao	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeff Sheets	Against
Schlumberger N.V.	03-Apr-24	Curacao	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Walt Disney Company	03-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Walt Disney Company	03-Apr-24	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report for UK Law Purposes	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report for Australian Law Purposes	Against
VINCI SA	09-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Against
Alfen NV	09-Apr-24	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9b. Amend Articles of Association of the Company II	Against
Synopsys, Inc.	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	10-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
Deutsche Telekom AG	10-Apr-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Against
Koninklijke Ahold Delhaize NV	10-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.2. Reelect Helen Weir to Supervisory Board	Against
Dow Inc.	11-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard K. Davis	Against
Dow Inc.	11-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Dow Inc.	11-Apr-24	USA	E	Environmental - Pollution	Recycling	5. Commission Audited Report on Reduced Plastics Demand	For
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thierry Vandal	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	1. SP 1: Disclose Clean Energy to Fossil Fuel Financing Ratios	For
Royal Bank of Canada	11-Apr-24	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	6. SP 6: Report on Loans Made by the Bank in Support of the Circular Economy	For
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	7. SP 7: Advisory Vote on Environmental Policies	For
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Public Service Enterprise Group Incorporated	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Barry H. Ostrowsky	Against
Public Service Enterprise Group Incorporated	16-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Stellantis NV	16-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
Adobe Inc.	17-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	For
Adobe Inc.	17-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	For
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.e. Reelect Francesca Bellettini as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.j. Reelect Adam Keswick as Non-Executive Director	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerrii B. Anderson	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fettig	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Sherwin-Williams Company	17-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	4. Adopt Simple Majority Vote	For
Iveco Group NV	17-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.d. Approve Remuneration Report	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.f. Reelect Linda Knoll as Non-Executive Director	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.g. Reelect Alessandro Nasi as Non-Executive Director	Against
Iveco Group NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	4.i. Reelect Lorenzo Simonelli as Non-Executive Director	Against
Royal KPN NV	17-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Spotify Technology SA	17-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	4a. Elect Daniel Ek as A Director	Against
Spotify Technology SA	17-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	4b. Elect Martin Lorentzon as A Director	Against
Spotify Technology SA	17-Apr-24	Luxembourg	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael A. Todman	Against
Carrier Global Corporation	18-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Carrier Global Corporation	18-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Siemens Healthineers AG	18-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.3. Elect Roland Busch to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.6. Elect Peer Schatz to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.7. Elect Nathalie von Siemens to the Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Peter Koerte to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Wolfgang Herz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Frederic Pflanz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Reinhard Poellath to the Supervisory Board	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	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
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Arnault as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Elect Alexandre Arnault as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Elect Frederic Arnault as Director	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moët Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Aena S.M.E. SA	18-Apr-24	Spain	E	Environmental - Climate	Reporting on Climate Transition Plan	9. Advisory Vote on Company's 2023 Updated Report on Climate Action Plan	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Wayne A. I. Frederick	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
Humana Inc.	18-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Humana Inc.	18-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	6. Adopt Simple Majority Vote	For
Prysmian SpA	18-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Second Section of the Remuneration Report	Against
Christian Dior SE	18-Apr-24	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
Christian Dior SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
Christian Dior SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Helene Desmarais as Director	Against
Christian Dior SE	18-Apr-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Reelect Jaime de Marichalar y Saenz de Tejada as Censor	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Antoine Arnault, CEO	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Board	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 120 Million	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Christian Dior SE	18-Apr-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Christian Dior SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Christian Dior SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	26. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Against
De'Longhi SpA	19-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
De'Longhi SpA	19-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
De'Longhi SpA	19-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Articles 5-bis and 7	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Harry L. You	Against
Broadcom Inc.	22-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Beatrice Guillaume-Grabisch as Director	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Ilham Kadri as Director	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Jean-Victor Meyers as Director	Against
L'Oreal SA	23-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Nicolas Meyers as Director	Against
Reply SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5a. Approve Remuneration Policy	Against
Reply SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5b. Approve Second Section of the Remuneration Report	Against
ERG SpA	23-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against
ERG SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.1. 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
ERG SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.2. Approve Second Section of the Remuneration Report	Against
ERG SpA	23-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Tinexta SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
Tinexta SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.2. Approve Second Section of the Remuneration Report	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Ball Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stuart A. Taylor, II	Against
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jane Nelson	Against
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Julio M. Quintana	Withhold
The Goldman Sachs Group, Inc.	24-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
The Goldman Sachs Group, Inc.	24-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Efforts to Prevent Discrimination	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	7. Issue Environmental Justice Report	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	8. Report on Clean Energy Supply Financing Ratio	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	11. Report on Pay Equity	For
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Lori J. Ryerkerk	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerald B. Smith	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of America Corporation	24-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Bank of America Corporation	24-Apr-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	7. Report on Clean Energy Supply Financing Ratio	For
Bank of America Corporation	24-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chair	9. Require Independent Board Chair	For
Intesa Sanpaolo SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve 2024 Performance Shares Plan	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4ii. Elect Paolo Zannoni as Director	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4iv. Elect Miuccia Prada Bianchi as Director	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4vii. Elect Yoel Zaoui as Director	Against
Prada SpA	24-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	4viii. Elect Marina Sylvia Caprotti as Director	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen M. Mazzarella	Against
The Cigna Group	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Cigna Group	24-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Endesa SA	24-Apr-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Endesa SA	24-Apr-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy	Against
ASML Holding NV	24-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3a. Approve Remuneration Report	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Martin S. Craighead	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Texas Instruments Incorporated	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Texas Instruments Incorporated	25-Apr-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For
Pfizer Inc.	25-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
RELX Plc	25-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
BASF SE	25-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Reelect Kurt Bock to the Supervisory Board	Against
BASF SE	25-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Johnson & Johnson	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director D. Scott Davis	Against
Johnson & Johnson	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marillyn A. Hewson	Against
Johnson & Johnson	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson & Johnson	25-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Ravat, CEO	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Elizabeth Blaise, Vice-CEO	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vincent Ravat, CEO	Against
Mercialys SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Elizabeth Blaise, Vice-CEO	Against
Muenchener Rueckversicherungs-Gesellschaft AG	25-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Muenchener Rueckversicherungs-Gesellschaft AG	25-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Nikolaus von Bomhard to the Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BE Semiconductor Industries NV	25-Apr-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	5.b. Approve Discharge of Supervisory Board	Against
BE Semiconductor Industries NV	25-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BP Plc	25-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Cellnex Telecom SA	25-Apr-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Heineken NV	25-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6b. Reelect P. Mars Wright to Supervisory Board	Against
Intuitive Surgical, Inc.	25-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Gender/Racial Pay Gap	For
Kering SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Transaction with Maureen Chiquet, Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	11. Reelect Gilles Martin as Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	12. Reelect Yves-Loic Martin as Non-Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Against
Abbott Laboratories	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Daniel J. Starks	Against
Abbott Laboratories	26-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Merck KGaA	26-Apr-24	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	4. Approve Discharge of Management Board for Fiscal Year 2023	Against
Merck KGaA	26-Apr-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Merck KGaA	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Michael Kleinemeier to the Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	29-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
Exelon Corporation	30-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Hermes International SCA	30-Apr-24	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	30-Apr-24	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	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-24	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	30-Apr-24	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	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Matthieu Dumas as Supervisory Board Member	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Reelect Blaise Guérard as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Olympia Guérard as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	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
Wells Fargo & Company	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ronald L. Sargent	Against
Wells Fargo & Company	30-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Workplace Sexual Harassment	6. Report on Prevention of Workplace Harassment and Discrimination	For
Wells Fargo & Company	30-Apr-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
Wells Fargo & Company	30-Apr-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Report on Respecting Indigenous Peoples' Rights	For
Wells Fargo & Company	30-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	10. Report on Climate Lobbying	For
Wells Fargo & Company	30-Apr-24	USA	S	Social - Political Spending	Political Spending Congruency	11. Report on Congruency of Political Spending with Company Values and Priorities	For
Wells Fargo & Company	30-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	12. Report on Lobbying Payments and Policy	For
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Francesco Milleri, Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Paul du Saillant, Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	19. Elect Swati Piramal as Director	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	33. Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kirk S. Hachigian	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PACCAR Inc	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
PACCAR Inc	30-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Sylvain Montcouquiol, Management Board Member	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Fabrice Mouchel, Management Board Member	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Olivier Bossard, Management Board Member Until April 21, 2023	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Management Board	Against
Unibail-Rodamco-Westfield SE	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Management Board Members	Against
Anglo American Plc	30-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Stuart Chambers as Director	Against
ENGIE SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	Against
Sanofi	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Paul Hudson, CEO	Against
Sanofi	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of CEO	Against
Sanofi	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	V. 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
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	VII. Approve Discharge of Directors	Against
The Coca-Cola Company	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Helene D. Gayle	Against
The Coca-Cola Company	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director David B. Weinberg	Against
The Coca-Cola Company	01-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Coca-Cola Company	01-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Ernst & Young LLP as Auditors	Against
PepsiCo, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cesar Conde	Against
PepsiCo, Inc.	01-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	01-May-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	9. Report on Risks Related to Biodiversity and Nature Loss	For
PepsiCo, Inc.	01-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	10. Report on Third-Party Racial Equity Audit	For
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	02-May-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	4. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
United Parcel Service, Inc.	02-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Ecolab Inc.	02-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	02-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Pamela B. Strobel	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Illinois Tool Works Inc.	03-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	For
AbbVie Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Roxanne S. Austin	Against
AbbVie Inc.	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AbbVie Inc.	03-May-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	6. Adopt Simple Majority Vote	For
AbbVie Inc.	03-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
AbbVie Inc.	03-May-24	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Deutsche Post AG	03-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2023	Against
Deutsche Post AG	03-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Against
Deutsche Post AG	03-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
RWE AG	03-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James P. Lederer	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Elizabeth Schwarting	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	2. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	GHG Emissions	3. Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	For
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Berkshire Hathaway Inc.	04-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Railroad Safety Committee	For
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robert Langer	Against
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Elizabeth Nabel	Against
Moderna, Inc.	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Uber Technologies, Inc.	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eli Lilly and Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director J. Erik Fyrwald	Against
Eli Lilly and Company	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eli Lilly and Company	06-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	06-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Eli Lilly and Company	06-May-24	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Eli Lilly and Company	06-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	9. Adopt a Comprehensive Human Rights Policy	For
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John J. Brennan	Against
American Express Company	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	06-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	For
American Express Company	06-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Hannover Rueck SE	06-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Herbert Haas to the Supervisory Board	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Torsten Leue to the Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Juan R. Perez	Withhold
The Hershey Company	06-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	4. Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	For
The Hershey Company	06-May-24	USA	E	Environmental - Pollution	Recycling	5. Report on Support for a Circular Economy for Packaging	For
Bristol-Myers Squibb Company	07-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
Bristol-Myers Squibb Company	07-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Edwards Lifesciences Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eurazeo SE	07-May-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Jean-Charles Decaux as Supervisory Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Management Board Members	Against
Eurazeo SE	07-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	12. Approve Compensation Report of Corporate Officers	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Christophe Baviere, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of William Kadouch-Chassaing, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Sophie Flak, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Olivier Millet, Management Board Member	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Virginie Morgon, Management Board Member Until February 5, 2023	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Compensation of Marc Frappier, Management Board Member Until February 5, 2023	Against
Eurazeo SE	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Nicolas Huet, Management Board Member Until February 5, 2023	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DSM-Firmenich AG	07-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Koninklijke Philips NV	07-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.e. Approve Remuneration Report	Against
Koninklijke Philips NV	07-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	4.a. Reelect F. Sijbesma to Supervisory Board	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	07-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Danaher Corporation	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Glyn F. Aeppel	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark Durcan	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
ANTA Sports Products Limited	08-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	6. Elect Zheng Jie as Director and Authorize Board to Fix His Remuneration	Against
ANTA Sports Products Limited	08-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	08-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11. Authorize Reissuance of Repurchased Shares	Against
Allianz SE	08-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Against
Allianz SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	7. Adopt Share Retention Policy For Senior Executives	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kinder Morgan, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert F. Vagt	Against
Kinder Morgan, Inc.	08-May-24	USA	E	Environmental - Climate	GHG Emissions	5. Disclose GHG Emissions Reductions Targets	For
Mercedes-Benz Group AG	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
First Solar, Inc.	08-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Enbridge Inc.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Susan M. Cunningham	Against
Enbridge Inc.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Steven W. Williams	Against
Enbridge Inc.	08-May-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Enbridge Inc.	08-May-24	Canada	E	Environmental - Climate	GHG Emissions	5. SP 2: Disclose the Company's Scope 3 Emissions	For
GSK Plc	08-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Haleon Plc	08-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sir Dave Lewis as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deirdre Mahlan as Director	Against
Union Pacific Corporation	09-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	For
Stryker Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Allan C. Golston	Against
Stryker Corporation	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Stryker Corporation	09-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions and Expenditures	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teradyne, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Herweck	Against
Teradyne, Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Verizon Communications Inc.	09-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	6. Amend Clawback Policy	For
Verizon Communications Inc.	09-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	7. Require Independent Board Chair	For
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Spending Congruency	10. Report on Congruency of Political Spending with Company Values and Priorities	For
Repsol SA	09-May-24	Spain	E	Environmental - Climate	Management Climate-Related Proposal	10. Advisory Vote on the Company's Energy Transition Strategy	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director E. Marie McKee	Against
Duke Energy Corporation.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George L. Fotiades	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prologis, Inc.	09-May-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	6. Adopt Simple Majority Vote	For
ASM International NV	13-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6a. Reelect Didier Lamouche to Supervisory Board	Against
Laboratory Corporation of America Holdings	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richelle P. Parham	Against
Laboratory Corporation of America Holdings	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Laboratory Corporation of America Holdings	14-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Laboratory Corporation of America Holdings	14-May-24	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Transport of Nonhuman Primates Within the U.S.	For
Laboratory Corporation of America Holdings	14-May-24	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
BNP Paribas SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
BNP Paribas SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Jean-Laurent Bonnafé, CEO	Against
Deutsche Boerse AG	14-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Martin Jetter to the Supervisory Board	Against
Deutsche Boerse AG	14-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Barbara Lambert to the Supervisory Board	Against
Deutsche Boerse AG	14-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Andres R. Gluski	Against
Waste Management, Inc.	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Signify NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Signify NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.a. Approve Remuneration Policy for the Management Board	Against
Neoen SA	14-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Simon Veyrat as Director	Against
Neoen SA	14-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Fonds Strategique de Participations as Director	Against
Neoen SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	14-May-24	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 90 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neoen SA	14-May-24	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 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Elevance Health, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis Hay, III	Against
Elevance Health, Inc.	15-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Enphase Energy, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph Malchow	Withhold
Enphase Energy, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vertex Pharmaceuticals Incorporated	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Vertex Pharmaceuticals Incorporated	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vertex Pharmaceuticals Incorporated	15-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Vertex Pharmaceuticals Incorporated	15-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	For
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy for the Management Board	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Susanne Klatten to the Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Stefan Quandt to the Supervisory Board	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Daimler Truck Holding AG	15-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023	Against
Daimler Truck Holding AG	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Eni SpA	15-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
SAP SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Gerhard Oswald to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Friederike Rotsch to the Supervisory Board	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David W. Biegler	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J. Veronica Biggins	Against
Southwest Airlines Co.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Southwest Airlines Co.	15-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	For
CVS Health Corporation	16-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	5. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Christine Y. Yan	Against
ON Semiconductor Corporation	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Adyen NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect Caoimhe Keogan to Supervisory Board	Against
Otis Worldwide Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Shailesh G. Jejurikar	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Otis Worldwide Corporation	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Wayne M. Hewett	Against
The Home Depot, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Home Depot, Inc.	16-May-24	USA	S	Social - Political Spending	Political Spending Congruency	5. Report on Political Spending Congruency	For
The Home Depot, Inc.	16-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	9. Clawback of Incentive Payments	For
E.ON SE	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Heidelberg Materials AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Heidelberg Materials AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Reelect Ludwig Merckle to the Supervisory Board	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Scott Gottlieb	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Just Eat Takeaway.com NV	16-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2c. Approve Remuneration Report	Against
Just Eat Takeaway.com NV	16-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4b. Approve Discharge of Supervisory Board	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	8. Reelect Vincent Vallejo as Executive Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.a. Reelect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.b. Reelect Cathia Lawson-Hall as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.c. Reelect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.d. Reelect James Mitchell as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.e. Reelect Manning Doherty as Non-Executive Director	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Elect Director David H. Sidwell	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	16-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12.3. Approve Remuneration Report	Against
Chubb Limited	16-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chubb Limited	16-May-24	Switzerland	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	15. Report on GHG Emissions Associated with Underwriting	For
Chubb Limited	16-May-24	Switzerland	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	16. Report on Median Gender/Racial Pay Gap	For
Chubb Limited	16-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Transact Other Business	Against
Wendel SE	16-May-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Thomas de Villeneuve as Supervisory Board Member	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Laurent Mignon, Chairman of the Management Board	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of David Darmon, Management Board Member	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Management Board	Against
Wendel SE	16-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Management Board Members	Against
Wendel SE	16-May-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Beth E. Mooney	Withhold
AT&T Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AT&T Inc.	16-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
Intercontinental Exchange, Inc.	17-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark F. Mulhern	Against
Intercontinental Exchange, Inc.	17-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intercontinental Exchange, Inc.	17-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
Compagnie Generale des Etablissements Michelin SCA	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of General Managers	Against
Compagnie Generale des Etablissements Michelin SCA	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Florent Menegaux	Against
Compagnie Generale des Etablissements Michelin SCA	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Yves Chapot	Against
Fresenius SE & Co. KGaA	17-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Zalando SE	17-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	17-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Laurent Rousseau, CEO from January 1, 2023 to January 25, 2023	Against
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois de Varenne, CEO from January 26, 2023 to April 30, 2023	Against
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry Leger, CEO since May 1, 2023	Against
SCOR SE	17-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SCOR SE	17-May-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	29. Authorize up to 1 Million Shares for Use in Stock Option Plans	Against
SCOR SE	17-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	30. Authorize Issuance of up to 3.5 Million Shares for Use in Restricted Stock Plans	Against
Iberdrola SA	17-May-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Advisory Vote on Remuneration Report	Against
Easterly Government Properties, Inc.	17-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Cynthia A. Fisher	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda B. Bammann	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Respecting Indigenous Peoples' Rights	For
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	9. Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	For
JPMorgan Chase & Co.	21-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	10. Submit Severance Agreement to Shareholder Vote	For
Shell Plc	21-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Shell Plc	21-May-24	United Kingdom	E	Environmental - Climate	Reporting on Climate Transition Plan	22. Approve the Shell Energy Transition Strategy	Against
Shell Plc	21-May-24	United Kingdom	E	Environmental - Climate	GHG Emissions	23. Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	For
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Louise M. Parent	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert W. Scully	Against
Zoetis Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Customer Due Diligence	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	22-May-24	USA	E	Environmental - Pollution	Recycling	11. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	12. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	22-May-24	USA	E	Environmental - Climate	GHG Emissions	13. Disclose All Material Scope 3 GHG Emissions	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	14. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Health & Safety	Facility Safety	17. Commission a Third Party Audit on Working Conditions	For
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Paul Walsh	Against
McDonald's Corporation	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	22-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Adopt Antibiotics Policy	For
McDonald's Corporation	22-May-24	USA	S	Social - Animal Welfare	Animal Welfare	7. Approve Request on Cage Free Egg Progress Disclosure	For
McDonald's Corporation	22-May-24	USA	S	Social - Animal Welfare	Animal Welfare	8. Disclose Poultry Welfare Indicators	For
Mondelez International, Inc.	22-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	6. Require Independent Board Chair	For
Mondelez International, Inc.	22-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	For
Mondelez International, Inc.	22-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Risks of Doing Business in Conflict-Affected Areas	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	9. Reelect Olivier Auffray as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	10. Relect Nicole Gourmelon as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Louis Tercinier as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against
The Southern Company	22-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Dale E. Klein	Against
The Southern Company	22-May-24	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
American Tower Corporation	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
American Tower Corporation	22-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	For
PUMA SE	22-May-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Against
PUMA SE	22-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve New Unvested Stock Award Plan for Management and Key Employees	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	19. Reelect Janet Davidson to Supervisory Board	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	20. Elect Pascal Daloz to Supervisory Board	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. 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
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Laurence Daures as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Orange SA	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Christel Heydemann, CEO	Against
Orange SA	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
Orange SA	22-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For
NextEra Energy, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NextEra Energy, Inc.	23-May-24	USA	S	Social - Board Diversity	Board Diversity	4. Disclose Board Skills and Diversity Matrix	For
NextEra Energy, Inc.	23-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	5. Report on Climate Lobbying	For
Equinix, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sandra Rivera	Against
Equinix, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Betsy D. Holden	Against
Kenvue Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Dennis M. Nally	Against
Morgan Stanley	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	23-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Morgan Stanley	23-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	7. Report on Clean Energy Supply Financing Ratio	For
Sixth Street Specialty Lending, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard Higginbotham	Withhold
LEG Immobilien SE	23-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Burelle SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Burelle SA	23-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 25 Million	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under 18-20	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Burelle SA	23-May-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	23. Authorize Capital Increase of Up to EUR 25 Million for Future Exchange Offers	Against
Burelle SA	23-May-24	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	25. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Against
The Charles Schwab Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joan T. Dea	Against
The Charles Schwab Corporation	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	23-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gaps	For
Prudential Plc	23-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Amundi SA	24-May-24	France	E	Environmental - Climate	Reporting on Climate Transition Plan	24. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against
NN Group NV	24-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.A. Adopt Remuneration Policy for the Executive Board	Against
TotalEnergies SE	24-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Jacques Aschenbroich as Director	Against
TotalEnergies SE	24-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Patrick Pouyanne, Chairman and CEO	Against
TotalEnergies SE	24-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
TotalEnergies SE	24-May-24	France	E	Environmental - Climate	Reporting on Climate Transition Plan	14. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.b. Amend Remuneration Policy	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	3.c. Approve Amended LTI Plan	Against
EXOR NV	28-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4.a. Approve Discharge of Executive Director	Against
EXOR NV	28-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4.b. Approve Discharge of Non-Executive Directors	Against
Pirelli & C. SpA	28-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Pirelli & C. SpA	28-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Pirelli & C. SpA	28-May-24	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	5. Approve Three-year Monetary Incentive Plan 2024-2026	Against
NXP Semiconductors N.V.	29-May-24	Netherlands	G	Director Election - Director Election	Elect Director	3i. Reelect Gregory Summe as Non-Executive Director	Against
NXP Semiconductors N.V.	29-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia D. Fili-Krushel	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robert M. Kimmitt	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	29-May-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	29-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	6. Report on Generative AI Misinformation and Disinformation Risks	For
Meta Platforms, Inc.	29-May-24	USA	G	Corporate Governance - Shareholder Rights	Proxy Voting Disclosure	7. Disclosure of Voting Results Based on Class of Shares	For
Meta Platforms, Inc.	29-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	8. Report on Human Rights Risks in Non-US Markets	For
Meta Platforms, Inc.	29-May-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	9. Amend Corporate Governance Guidelines	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Human Rights Impact Assessment of Targeted Advertising	For
Meta Platforms, Inc.	29-May-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Political Spending	Political Activities and Action	13. Report on Political Advertising and Election Cycle Enhanced Actions	For
Meta Platforms, Inc.	29-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	14. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Forvia SE	30-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Patrick Koller, CEO	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Election - Director Election	Elect Director	7.07. Elect Yang Xiaoping as Director	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Debt Financing Instruments	Against
Ping An Insurance (Group) Co. of China Ltd.	30-May-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
Ferguson Plc	30-May-24	Jersey	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	2.D. Provide Right to Call a Special Meeting	Against
Ferguson Plc	30-May-24	Jersey	G	Capitalization - Capital Structure Related	Authorize New Class of Preferred Stock	2.G. Authorize New Class of Preferred Stock	Against
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A2. Elect Lee Man Yin as Director	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A3. Elect Lee Yin Yee as Director	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A4. Elect Lo Wan Sing, Vincent as Director	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3A5. Elect Kan E-ting, Martin as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Adopt 2024 Share Option Scheme, Scheme Mandate Limit and Service Provider Sublimit and Related Transactions	Against
Shopify Inc.	04-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	04-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Approve the Unallocated Options under the Stock Option Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve the Third Amended and Restated Long Term Incentive Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote on Executive Compensation Approach	Against
Booking Holdings Inc.	04-Jun-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	For
General Motors Company	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
General Motors Company	04-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	4. Report on the Use of Child Labor in Connection with Electric Vehicles	For
General Motors Company	04-Jun-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	6. Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	For
General Motors Company	04-Jun-24	USA	E, S	E&S Blended - Sustainability	Report on Sustainability	7. Report on Sustainability Risk in the Company's Supply Chain	For
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Angela Ahrendts	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Chenault	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Airbnb, Inc.	05-Jun-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
LPKF Laser & Electronics SE	05-Jun-24	Germany	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
LPKF Laser & Electronics SE	05-Jun-24	Germany	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	10. Approve Stock Option Plan for Management Board; Approve Creation of EUR 950,000 Pool of Conditional Capital 2024/II to Guarantee Conversion Rights	Against
LPKF Laser & Electronics SE	05-Jun-24	Germany	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	11. Approve Stock Option Plan for Key Employees; Approve Creation of EUR 1.5 Million Pool of Conditional Capital 2024/III to Guarantee Conversion Rights	Against
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	05-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	For
Walmart Inc.	05-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Conduct and Report a Third-Party Racial Equity Audit	For
Walmart Inc.	05-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	For
Walmart Inc.	05-Jun-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	7. Establish a Company Compensation Policy of Paying a Living Wage	For
Walmart Inc.	05-Jun-24	USA	S	Social - Health & Safety	Facility Safety	9. Commission a Third Party Audit on Workplace Safety and Violence	For
Amadeus IT Group SA	05-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
Amadeus IT Group SA	05-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Encavis AG	05-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Encavis AG	05-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Encavis AG	05-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Marcus Schenck to the Supervisory Board	Against
Encavis AG	05-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Ayleen Oehmen-Goerisch to the Supervisory Board	Against
Encavis AG	05-Jun-24	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nicolas Galperin	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patricia Fili-Krushel	Against
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Social - Health & Safety	Facility Safety	6. Commission a Third Party Audit on Working Conditions	For
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Adopt Policy to Not Interfere with Freedom of Association Rights	For
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	8. Report on Adoption of Automation	For
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	9. Report on Harassment and Discrimination Statistics	For
lululemon athletica inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Emily White	Against
lululemon athletica inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BYD Company Limited	06-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Grant of General Mandate to the Board to Issue Additional H Shares	Against
BYD Company Limited	06-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve General Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares	Against
BYD Company Limited	06-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against
7C Solarparken AG	06-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
7C Solarparken AG	06-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy for the Management Board	Against
Exclusive Networks SA	06-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Jesper Trolle, CEO	Against
Exclusive Networks SA	06-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastned BV	06-Jun-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2c. Approve Remuneration Report Containing Remuneration Policy	Against
Fastned BV	06-Jun-24	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Kirk E. Arnold	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1l. Elect Director John P. Surma	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against
Compagnie de Saint-Gobain SA	06-Jun-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Jean-Francois Cirelli as Director	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay C. Hoag	Against
Netflix, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	06-Jun-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	4. Report on Use of Artificial Intelligence	For
Netflix, Inc.	06-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin J. Kennedy	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Edward D. Breen	Withhold
Comcast Corporation	10-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Comcast Corporation	10-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	4. Report on Congruency of Political Spending with Company Stated Values	For
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Daniel M. Dickinson	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chair	4. Require Independent Board Chair	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Caterpillar, Inc.	12-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Teresa A. Taylor	Withhold
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dmitri L. Stockton	Against
Target Corporation	12-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Target Corporation	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Target Corporation	12-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Animal Pain Management	For
Target Corporation	12-Jun-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	6. Establish a Company Compensation Policy of Paying a Living Wage	For
Unibail-Rodamco-Westfield NV	12-Jun-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Unibail-Rodamco-Westfield NV	12-Jun-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
NHOA SA	13-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
NHOA SA	13-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	21. Authorize up to 175,000 Shares for Use in Stock Option Plans	Against
Worldline SA	13-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Gilles Grapinet, CEO	Against
Worldline SA	13-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Marc-Henri Desportes, Vice-CEO	Against
Worldline SA	13-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	33. Authorize up to 0.86 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James Murdoch	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kimbal Musk	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tesla, Inc.	13-Jun-24	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	3. Change State of Incorporation from Delaware to Texas	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Ratify Performance Based Stock Options to Elon Musk	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Related - Board Related	Declassify the Board of Directors	6. Declassify the Board of Directors	For
Tesla, Inc.	13-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	7. Adopt Simple Majority Vote	For
Tesla, Inc.	13-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Harassment and Discrimination Prevention Efforts	For
Tesla, Inc.	13-Jun-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	9. Adopt a Non-Interference Policy Respecting Freedom of Association	For
Tesla, Inc.	13-Jun-24	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	11. Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	For
Tesla, Inc.	13-Jun-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	12. Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	For
KEYENCE Corp.	14-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nakata, Yu	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Repurchase of Up to 8 Percent of Issued Share Capital	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Bollore, Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Sebastien Bollore, Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against
Compagnie de l'Odet SE	14-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Compagnie de l'Odet SE	14-Jun-24	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
Daiichi Sankyo Co., Ltd.	17-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Okuzawa, Hiroyuki	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard K. Davis	Against
Mastercard Incorporated	18-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Tokyo Electron Ltd.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kawai, Toshiaki	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hayakawa, Shigeru	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sir Philip Craven	Against
Toyota Motor Corp.	18-Jun-24	Japan	E, S	E&S Blended - Climate	Climate Change Lobbying	4. Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	For
MetLife, Inc.	18-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Conduct and Report a Third-Party Racial Equity Audit	For
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.2. Elect Roger Rabalais to the Supervisory Board	Against
Delivery Hero SE	19-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Mitsui & Co., Ltd.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yasunaga, Tatsuo	Against
Mitsui & Co., Ltd.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Uchiyamada, Takeshi	Against
Acciona SA	19-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
eBay Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Adriane M. Brown	Against
eBay Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Frederic Cren, Chairman and CEO	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Pierre Broqua, Vice-CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Frederic Cren, Chairman and CEO	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Pierre Broqua, Vice-CEO	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12. Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 700,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 700,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 625,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	25. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 700,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	26. Approve Issuance of Equity or Equity-Linked Securities for Private Placements Reserved for Specific Beneficiaries in the Framework of an Equity Line on the American Market, up to Aggregate Nominal Amount of EUR 250,000	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23 and 25-26	Against
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	28. Authorize Capital Increase of Up to EUR 420,000 for Future Exchange Offers	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inventiva SA	20-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	29. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	33. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
Inventiva SA	20-Jun-24	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	34. Approve Issuance of 600,000 Warrants (BSA 2024) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Inventiva SA	20-Jun-24	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	36. Add Article 23 of Bylaws Re: Censor	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Shimada, Akira	Against
Haier Smart Home Co., Ltd.	20-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	13. Approve Grant of General Mandate to the Board of Directors to Decide to Issue Domestic and Overseas Debt Financing Instruments	Against
Haier Smart Home Co., Ltd.	20-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	19. Amend Articles of Association	Against
Match Group, Inc.	21-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Glenn H. Schiffman	Against
Hitachi Ltd.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Yoshihara, Hiroaki	Against
QIAGEN NV	21-Jun-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.h. Reelect Elizabeth E. Tallett to Supervisory Board	Against
STEICO SE	21-Jun-24	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Against
STEICO SE	21-Jun-24	Germany	G	Director Election - Director Election	Elect Director	5.1. Elect Paul O'Gorman to the Board of Directors	Against
STEICO SE	21-Jun-24	Germany	G	Director Election - Director Election	Elect Director	5.2. Elect Aiveen Kearney to the Board of Directors	Against
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kenneth A. Siegel	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marc Beilinson	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director A.B. Krongard	Against
NIO Inc.	25-Jun-24	Cayman Islands	G	Director Election - Director Election	Elect Director	1b. Elect Director Yu Long	Against
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Christophe Weber	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Annual Bonus Payment for Directors and Statutory Auditors	4. Approve Annual Bonus	Against
Aroundtown SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Aroundtown SA	26-Jun-24	Luxembourg	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	9. Approve Share Repurchase	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Shimizu, Hiroshi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.13. Elect Director Kamezawa, Hironori	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	E, S	E&S Blended - Board Related	Require Environmental/Social Issue Qualifications for Director Nominees	3. Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	For
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	E	Environmental - Climate	Report on Climate Change	4. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For
Nagarro SE	27-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Nintendo Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Furukawa, Shuntaro	Against
Nintendo Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Chris Meledandri	Against
Nintendo Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Umeyama, Katsuhiko	Against
SMC Corp. (Japan)	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.9. Elect Director Kaizu, Masanobu	Against
Shin-Etsu Chemical Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Saito, Yasuhiko	Against
Shin-Etsu Chemical Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Komiyama, Hiroshi	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Salesforce, Inc.	27-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chair	6. Require Independent Board Chair	For
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Director Election - Director Election	Elect Director	4.A. Reelect Enrique Diaz-Tejero Gutierrez as Director	Against
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Director Election - Director Election	Elect Director	4.C. Reelect Maria Dolores Larranaga Horna as Director	Against
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Director Election - Director Election	Elect Director	4.F. Reelect Manuel Azpilicueta Ferrer as Director	Against
Solaria Energia y Medio Ambiente SA	27-Jun-24	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. 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
Snowflake Inc.	02-Jul-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark S. Garrett	Withhold
Snowflake Inc.	02-Jul-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jayshree V. Ullal	Withhold
Snowflake Inc.	02-Jul-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Snowflake Inc.	02-Jul-24	USA	G	Director Related - Board Related	Declassify the Board of Directors	4. Declassify the Board of Directors	For
Industria de Diseno Textil SA	09-Jul-24	Spain	G	Director Election - Director Election	Elect Director	7.c. Reelect Denise Patricia Kingsmill as Director	Against
JDC Group AG	18-Jul-24	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Dr. Merschmeier + Partner GmbH as Auditors for Fiscal Year 2024	Against
JDC Group AG	18-Jul-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Thomas Lerch to the Supervisory Board	Against
JDC Group AG	18-Jul-24	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	7. Approve Increase in Size of Board to Eight Members	Against
JDC Group AG	18-Jul-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Michael Schlieckmann to the Supervisory Board	Against
JDC Group AG	18-Jul-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Franziska von Lewinski to the Supervisory Board	Against
JDC Group AG	18-Jul-24	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 6.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Wavestone SA	25-Jul-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Acknowledge Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Wavestone SA	25-Jul-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Marie-Ange Verdickt as Director	Against
Wavestone SA	25-Jul-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Karsten Hoppner, Vice-CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wavestone SA	25-Jul-24	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	27. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Electronic Arts Inc.	01-Aug-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Talbott Roche	Against
Electronic Arts Inc.	01-Aug-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prosus NV	21-Aug-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Prosus NV	21-Aug-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Prosus NV	21-Aug-24	Netherlands	G	Director Election - Director Election	Elect Director	11.2. Reelect Craig Enenstein as Director	Against
SeSa SpA	28-Aug-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	28-Aug-24	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	28-Aug-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Articles 11, 12, 19, and 23	Against
SeSa SpA	28-Aug-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	2. Amend Company Bylaws Re: Article 7 to Amend the Matters to which Increased Voting Rights Apply	Against
SeSa SpA	28-Aug-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	3. Allow Additional Voting Right for Shares with Double Voting Rights	Against
PVA TePla AG	30-Aug-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Dieter May to the Supervisory Board	Against
PVA TePla AG	30-Aug-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Christoph von Seidel to the Supervisory Board	Against
PVA TePla AG	30-Aug-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
PVA TePla AG	30-Aug-24	Germany	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	11. Amend Articles Re: General Meeting Resolutions	Against
NIKE, Inc.	10-Sep-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cathleen Benko	Withhold
NIKE, Inc.	10-Sep-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John Rogers, Jr.	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NIKE, Inc.	10-Sep-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	10-Sep-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	4. Report on Median Gender/Racial Pay Gaps	For
NIKE, Inc.	10-Sep-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For
NIKE, Inc.	10-Sep-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	For
NIKE, Inc.	10-Sep-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	7. Report on Environmental Targets	For
Reply SpA	17-Sep-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Articles of Association Re: Article 12	Against
Reply SpA	17-Sep-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	2. Amend Articles of Association Re: Enhancement of the Increased Voting Rights Mechanism	Against
Reply SpA	17-Sep-24	Italy	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	Against
Wise Plc	18-Sep-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Wise Plc	18-Sep-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Diageo Plc	26-Sep-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
The Procter & Gamble Company	08-Oct-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Christine M. McCarthy	Against
The Procter & Gamble Company	08-Oct-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
The Procter & Gamble Company	08-Oct-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	4. Report on Median Gender/Racial Pay Gap	For
Medtronic Plc	17-Oct-24	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth G. Nabel	Against
Medtronic Plc	17-Oct-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lam Research Corporation	05-Nov-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael R. Cannon	Against
Lam Research Corporation	05-Nov-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jyoti K. Mehra	Against
Lam Research Corporation	05-Nov-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Paul J. Fribourg	Withhold
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Barry S. Sternlicht	Withhold
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Estee Lauder Companies Inc.	08-Nov-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Pernod Ricard SA	08-Nov-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Cesar Giron as Director	Against
Pernod Ricard SA	08-Nov-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	08-Nov-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Oracle Corporation	14-Nov-24	USA	E	Environmental - Climate	Report on Climate Change	4. Report on Climate Risk in Retirement Plan Options	For
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yanai, Tadashi	Against
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hattori, Nobumichi	Against
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Shintaku, Masaaki	Against
FAST RETAILING CO., LTD.	28-Nov-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Kaneko, Keiko	Against
Ferguson Enterprises Inc.	05-Dec-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Alan Murray	Against
Cisco Systems, Inc.	09-Dec-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Daniel H. Schulman	Against
Cisco Systems, Inc.	09-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	10-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	10-Dec-24	USA	S	Environmental - Climate	Miscellaneous Proposal - Social	9. Report on AI Data Sourcing Accountability	For
Palo Alto Networks, Inc.	10-Dec-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nir Zuk	Against
Palo Alto Networks, Inc.	10-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atlassian Corporation	11-Dec-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Richard P. Wong	Against
Tinexta SpA	12-Dec-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Company Bylaws Re: Article 7	Against
Tinexta SpA	12-Dec-24	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	3. Amend Company Bylaws Re: Article 13	Against
FILA - Fabbrica Italiana Lapis ed Affini SpA	16-Dec-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws Re: Articles 9, 10 and 16	Against
PDD Holdings Inc.	20-Dec-24	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Director George Yong-Boon Yeo	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
PostNL NV	16-Apr-24	Annual	Netherlands	1817509
Gecina SA	25-Apr-24	Annual/Special	France	1824161
Novo Nordisk A/S	21-Mar-24	Annual	Denmark	1824917
Renault SA	16-May-24	Annual/Special	France	1826659
Veolia Environnement SA	25-Apr-24	Annual/Special	France	1836901
Verallia SA	26-Apr-24	Annual/Special	France	1837880
Ubisoft Entertainment SA	11-Jul-24	Annual/Special	France	1875160
Alibaba Group Holding Limited	22-Aug-24	Annual	Cayman Islands	1881967
FedEx Corporation	23-Sep-24	Annual	USA	1888808
OCI NV	22-Oct-24	Extraordinary Shareholders	Netherlands	1898034