

Board Statistics Report



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): CH1281 - 2019 IF-OBLIGATIONEN CHF, CH1270B - 2019 IF AKTIEN WELT UBS - move to loc. 9127, CH1280C - 2019 IF Obligationen Welt Obligationen FW Government, CH1270B - 2019 IF - Aktien Welt, 2019 IF - Obligationen Welt Obligationen Corp EUR, 2019 IF - Obligationen Welt Obligationen Corp USD, CH1280B - 2019 IF - Obligationen Welt

Custodian Account(s): All custodian accounts

Reporting Period: 1/1/23 to 12/31/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	667	
Number of meetings voted	631	94.60%
Number of meetings with at least 1 vote Against, Withhold or Abstain	473	70.91%

Ballot Overview

Category	Number	Percentage
Number of votable ballots	671	
Number of ballots voted	635	94.63%

Proposal Overview

Category	Number	Percentage
Number of votable items	9,663	
Number of items voted	9,348	96.74%
Number of votes FOR	7,920	84.72%
Number of votes AGAINST	1,134	12.13%
Number of votes ABSTAIN	12	0.13%
Number of votes WITHHOLD	53	0.57%
Number of votes on MSOP Frequency 1 Year	229	2.45%
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	9,270	99.17%
Number of votes Against Policy	78	0.83%
Number of votes With Mgmt	8,119	86.85%
Number of votes Against Mgmt	1,229	13.15%
Number of votes on MSOP (exclude frequency)	539	5.77%
Number of votes on Shareholder Proposals	300	3.21%

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>

Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	256	255	99.61%
Japan	115	115	100.00%
United Kingdom	43	43	100.00%
Australia	37	12	32.43%
Canada	37	37	100.00%
France	28	28	100.00%
Ireland	22	22	100.00%
Germany	21	20	95.24%
Sweden	18	18	100.00%
Netherlands	17	17	100.00%
Denmark	11	11	100.00%
Norway	11	4	36.36%
Finland	9	9	100.00%
Hong Kong	9	9	100.00%
Singapore	9	9	100.00%
Belgium	6	6	100.00%
Italy	6	6	100.00%
New Zealand	5	3	60.00%
Switzerland	3	3	100.00%
Austria	2	2	100.00%
Cayman Islands	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.	19-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Metro Inc.	24-Jan-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	4. Amend Stock Option Plan	Against
UGI Corporation	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director M. Shawn Bort	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Geoffrey Y. Yang	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Rockwell Automation, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	A3. Elect Director Donald R. Parfet	Withhold
Rockwell Automation, Inc.	07-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atmos Energy Corporation	08-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richard K. Gordon	Against
Atmos Energy Corporation	08-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nancy K. Quinn	Against
Atmos Energy Corporation	08-Feb-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard A. Sampson	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Aristocrat Leisure Limited	24-Feb-23	Australia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	5. Elect Stephen Mayne as Director	Against
Aristocrat Leisure Limited	24-Feb-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of Performance Share Rights to Trevor Croker	Against
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8a. Reelect Heine Dalsgaard as Director	Abstain
Demant A/S	08-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Niels Jacobsen as Director	Abstain
Hologic, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephen P. MacMillan	Against
Hologic, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sally W. Crawford	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.	09-Mar-23	USA	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	6. Improve Executive Compensation Program and Policy	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard W. Gochnauer	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kathleen W. Hyle	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Wartsila Oyj Abp	09-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Against
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Canada	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	1. Issue Shares in Connection with Acquisition	Against
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Canada	G	Takeover Related - Takeover - Other	Adjourn Meeting	2. Adjourn Meeting	Against
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.1. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Karl Lamprecht to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Christian Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Torsten Reitze to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	10. Approve Remuneration Report	Against
Yamaha Motor Co., Ltd.	22-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Watanabe, Katsuaki	Against
Orion Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hulic Co., Ltd.	23-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Okamoto, Masahiro	Against
Hulic Co., Ltd.	23-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Tanaka, Mie	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	19. Authorize Reissuance of Repurchased Shares	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	20. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.1. Reelect Hans Straberg as Director	Against
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.4. Reelect Hakan Buskhe as Director	Against
SKF AB	23-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Hans Straberg as Board Chair	Against
SKF AB	23-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve 2023 Performance Share Program	Against
Unicharm Corp.	24-Mar-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Takahara, Takahisa	Against
Bridgestone Corp.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Scott Trevor Davis	Against
INPEX Corp.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Ueda, Takayuki	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Nippon Paint Holdings Co., Ltd.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hara, Hisashi	Against
McDonald's Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Andrew Gregory	Against
McDonald's Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Kawamura, Akira	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 Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	4. Approve Director Retirement Bonus	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.3. Reelect Arne Karlsson as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.2. Amend Remuneration Policy	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	E, S, G	Miscellaneous - Miscellaneous	Company-Specific--Governance-Related	10.7. Inclusion of the Shipping Companies to the OECD Agreement	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	10.8. Approve Introduction of a Solidarity Contribution	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	S	Social - Human Rights	Improve Human Rights Standards or Policies	10.9. Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions	Against
Holmen AB	28-Mar-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Fredrik Lundberg, Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson (Chair), Henrik Sjolund and Henriette Zeuchner as Directors; Elect Carina Akerstrom as Director	Against
HOSHIZAKI Corp.	29-Mar-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kobayashi, Yasuhiro	Against
Essity AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	11.b. Reelect Par Boman as Director	Against
Essity AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12. Reelect Par Boman as Board Chair	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.a. Approve Discharge of Board Chairman Ronnie Leten	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.b. Approve Discharge of Board Member Helena Stjernholm	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.c. Approve Discharge of Board Member Jacob Wallenberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.d. Approve Discharge of Board Member Jon Fredrik Baksaas	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.e. Approve Discharge of Board Member Jan Carlson	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.f. Approve Discharge of Board Member Nora Denzel	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.h. Approve Discharge of Board Member Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.i. Approve Discharge of Board Member Eric A. Elzvik	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.j. Approve Discharge of Board Member Kurt Jofs	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.k. Approve Discharge of Board Member Kristin S. Rinne	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.l. Approve Discharge of Employee Representative Torbjorn Nyman	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.m. Approve Discharge of Employee Representative Anders Ripa	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.n. Approve Discharge of Employee Representative Kjell-Ake Soting	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.o. Approve Discharge of Deputy Employee Representative Ulf Rosberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.p. Approve Discharge of Deputy Employee Representative Loredana Roslund	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.3.r. Approve Discharge of President Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.1. Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.2. Approve Equity Plan Financing LTV I 2023	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17.1. Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.2. Approve Equity Plan Financing of LTV II 2023	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.3. Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Against
Electrolux AB	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.c. Approve Transfer of 1,544,925 B-Shares	Against
Rakuten Group, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Mikitani, Hiroshi	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kesko Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Par Boman as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.9. Reelect Barbara M. Thoralfsson as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Reelect Par Boman as Board Chair	Against
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Elena Lagomasino	Against
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Derica W. Rice	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Charitable Contributions	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.1. Reelect Tom Johnstone as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.3. Reelect Katarina Martinson as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.5. Reelect Daniel Nodhall as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.6. Reelect Lars Pettersson as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10b. Reelect Tom Johnstone as Board Chair	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	Against
Elisa Oyj	05-Apr-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Elisa Oyj	05-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Executive Compensation Approach	Against
A. O. Smith Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Idelle K. Wolf	Withhold
A. O. Smith Corporation	11-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Beiersdorf AG	13-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Aker BP ASA	14-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement	Against
Aker BP ASA	14-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sophie Brochu	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	B. SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
U.S. Bancorp	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prysmian SpA	19-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain
Eiffage SA	19-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Against
Eiffage SA	19-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ann B. (Tanny) Crane	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Richard W. Neu	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director David L. Porteous	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Stephen D. Steinour	Against
CapitaLand Integrated Commercial Trust	19-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	3. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Adobe Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Owens Corning	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William J. McDonald	Against
RELX Plc	20-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	21. Authorise Issue of Equity	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Toronto-Dominion Bank	20-Apr-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	4. SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	8. SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	9. SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	Against
Covivio SA	20-Apr-23	France	E	Environmental - Climate	Management Climate-Related Proposal	22. Approve Company's Climate Transition Plan (Advisory)	Against
Covivio SA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	25. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 71 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. 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
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	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 Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	30. Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen F. Angel	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh Grant	Against
SEGRO PLC	20-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
SEGRO PLC	20-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Gecina SA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
L'Oreal SA	21-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2023-2028	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Amplifon SpA	21-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Keppel Corporation Limited	21-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
United Overseas Bank Limited (Singapore)	21-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	6. Elect Steven Phan Swee Kim as Director	Against
United Overseas Bank Limited (Singapore)	21-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Ancius	Against
Fastenal Company	22-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Vivendi SE	24-Apr-23	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	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	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	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Chairman of the Management Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollere as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
ING Groep NV	24-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8A. Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ana Botin	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher C. Davis	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Barry Diller	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Maria Elena Lagomasino	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director James Quincey	Against
The Coca-Cola Company	25-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	Against
CapitaLand Investment Ltd.	25-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	5b. Elect Gabriel Lim Meng Liang as Director	Against
CapitaLand Investment Ltd.	25-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William F. Feehery	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Hofmann	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Douglas A. Michels	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Bylaws	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	25-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Walker Bynoe	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David H. B. Smith, Jr.	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1o. Elect Director William H. Rogers, Jr.	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1r. Elect Director Thomas E. Skains	Against
Rollins, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jerry W. Nix	Withhold
Rollins, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Boliden AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Remuneration Report	Against
The Williams Companies, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stacey H. Dore	Against
Alfa Laval AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ball Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Stuart A. Taylor, II	Withhold
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig Arnold	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory R. Page	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Authorise Issue of Equity without Pre-emptive Rights	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director David M. Cordani	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Eric C. Wiseman	Against
The Cigna Group	26-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	Against
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director J. Michael Stice	Withhold
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director V. Ann Hailey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director D.G. Macpherson	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director E. Scott Santi	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James M. Cracchiolo	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGesio	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
City Developments Limited	26-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorise Issue of Equity without Pre-emptive Rights	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Persimmon Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
Assa Abloy AB	26-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertansson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Against
Assa Abloy AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Performance Share Matching Plan LTI 2023	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carrie S. Cox	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela H. Patsley	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Texas Instruments Incorporated	27-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bruce Van Saun	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William P. Hankowsky	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Shivan Subramaniam	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Wendy A. Watson	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Christine N. Garvey	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David B. Henry	Against
GEA Group AG	27-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Wayne Garrison	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sharilyn S. Gasaway	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bryan Hunt	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James L. Robo	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Kirk Thompson	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson & Johnson	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joaquin Duato	Against
Johnson & Johnson	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anne M. Mulcahy	Against
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Karen L. Daniel	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Nathan J. Jones	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director W. Dudley Lehman	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas T. Pinchuk	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Gregg M. Sherrill	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorise Issue of Equity	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorise Issue of Equity without Pre-emptive Rights	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4a. Re-elect Richie Boucher as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kerry Group Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against
AXA SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	Against
AXA SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Against
AXA SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	21. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Danone SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Against
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Kering SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	11. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Against
Kering SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Against
Bouygues SA	27-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	27-Apr-23	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 150 Million	Against
Bouygues SA	27-Apr-23	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 85 Million	Against
Bouygues SA	27-Apr-23	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 75 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and 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
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Johan Forssell as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12.a. Approve Remuneration Report	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	12.b. Approve Stock Option Plan 2023 for Key Employees	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.a. Acquire Class A Shares Related to Personnel Option Plan for 2022 and 2023	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.c. Transfer Class A Shares Related to Personnel Option Plan for 2023	Against
Sandvik Aktiebolag	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.6. Reelect Helena Stjernholm as Director	Against
Sandvik Aktiebolag	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Sandvik Aktiebolag	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Pearson Plc	28-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
Pearson Plc	28-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. 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
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain
Merck KGaA	28-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey S. Chisholm	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Martine A. Celej	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmill	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Kellogg Company	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Steve Cahillane	Against
Kellogg Company	28-Apr-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights, Non-Discrimination and Returns to Merit Audit	Against
UOL Group Limited	28-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Approve Grant of Options and Issuance of Shares Under the UOL 2022 Share Option Scheme	Against
UOL Group Limited	28-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Eli Lilly and Company	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	10. Report on Risks of Supporting Abortion	Against
Aflac Incorporated	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul D. Donahue	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Johns	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Wendy B. Needham	Withhold
Genuine Parts Company	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Peter Chernin	Against
American Express Company	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Baxter International Inc.	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Baxter International Inc.	02-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	Against
Bristol-Myers Squibb Company	02-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Civil Rights and Non-Discrimination Audit	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20. Authorise Issue of Equity	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	21. Authorise Issue of Equity in Connection with a Rights Issue	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorise Issue of Equity without Pre-emptive Rights	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Essential Utilities, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Franklin W. Hobbs	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mayree C. Clark	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kim S. Fennebresque	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marjorie Magner	Against
Ally Financial Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cognex Corporation	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ian Cook	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ramon L. Laguarta	Against
PepsiCo, Inc.	03-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Publish Annual Congruency Report on Net-Zero Emissions Policy	Against
Pool Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert C. Sledd	Against
Pool Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John E. Stokely	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel P. O'Day	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	6. Require More Director Nominations Than Open Seats	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christina Gold	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20. Authorise Issue of Equity	Against
GSK Plc	03-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas P. Salice	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Oversee and Report a Civil Rights Audit	Against
TELUS Corporation	04-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
TELUS Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Restricted Share Unit Plan	Against
TELUS Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5. Amend Performance Share Unit Plan	Against
Parkland Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	4. Amend Stock Option Plan	Against
Parkland Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	5. Re-approve Stock Option Plan	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jose B. Alvarez	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John J. Zillmer	Against
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Allianz SE	04-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2025	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Terrence A. Duffy	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bryan T. Durkin	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1o. Elect Director William R. Shepard	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1p. Elect Director Howard J. Siegel	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Executive Compensation Approach	Against
KBC Group SA/NV	04-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	2.2. Approve Issuance of Shares with Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.1. Reelect Koenraad Debackere as Independent Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.2. Reelect Alain Bostoën as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.3. Reelect Franky Depickere as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.4. Reelect Frank Donck as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.5. Elect Marc De Ceuster as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.6. Elect Raf Sels as Director	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Nexi SpA	04-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Philip Yea as Director	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kermit R. Crawford	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James B. Stake	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James B. Connor	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George L. Fotiadēs	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Irving F. Lyons, III	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Carl B. Webb	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.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
H&M Hennes & Mauritz AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Anders Dahlvig as Director	Against
H&M Hennes & Mauritz AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.6. Reelect Christian Sievert as Director	Against
H&M Hennes & Mauritz AB	04-May-23	Sweden	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	17. Request Board to Initiate Plan for Launching Clothing with Fairtrade Label	Against
H&M Hennes & Mauritz AB	04-May-23	Sweden	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	18. Request Company to Negotiate with Unions and Suppliers to Establish and Manage (i) Wage Assurance Account, (ii) Severance Claims Account, and (iii) Administration and Enforcement Account	Against
H&M Hennes & Mauritz AB	04-May-23	Sweden	E, S	E&S Blended - Health & Safety	Genetically Modified Organisms (GMO)	19. Request Company to Disclose Exposure to and Risks of Sourcing GM Cotton, and Set Targets to Decrease Exposure to GM Cotton and Increase Sourcing of Organic Cotton	Against
Schneider Electric SE	04-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Against
Schneider Electric SE	04-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Against
Hang Seng Bank Limited	04-May-23	Hong Kong	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
Hang Seng Bank Limited	04-May-23	Hong Kong	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	6. Adopt New Articles of Association	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela B. Strobel	Against
Dover Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephen M. Todd	Against
Dover Corporation	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dover Corporation	05-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HSBC Holdings Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	16. Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	Against
HSBC Holdings Plc	05-May-23	United Kingdom	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	17. Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	18. Devise and Implement a Long-Term and Stable Dividend Policy	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Authorise Issue of Equity	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Authorise Issue of Equity without Pre-emptive Rights	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Teleflex Incorporated	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Liam J. Kelly	Against
Teleflex Incorporated	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
International Paper Company	08-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks Related to Operations in China	Against
Ritchie Bros. Auctioneers Incorporated	08-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pentair plc	09-May-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Freeman A. Hrabowski, III	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael L. Eskew	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Michael F. Roman	Against
3M Company	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William L. Bax	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director D. John Coldman	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director J. Patrick Gallagher, Jr.	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David S. Johnson	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Norman L. Rosenthal	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Swire Properties Limited	09-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Solvay SA	09-May-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Stock Option Plan Grants	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	4. Elect Director Robert J. Bernhard	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	6. Elect Director Stephen B. Dobbs	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	9. Elect Director William I. Miller	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	10. Elect Director Georgia R. Nelson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Ann E. Berman	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Joseph L. Bower	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Charles M. Diker	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Paul J. Fribourg	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Walter L. Harris	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Andrew H. Tisch	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1J. Elect Director Jonathan M. Tisch	Against
Loews Corporation	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph W. Gorder	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert A. Profusek	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Randall J. Weisenburger	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Rayford Wilkins, Jr.	Against
LKQ Corporation	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Gilbert F. Casellas	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Martina Hund-Mejean	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles F. Lowrey	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Christine A. Poon	Against
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	Against
Cameco Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	A2. Elect Director Daniel Camus	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cameco Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	A6. Elect Director Jim Gowans	Against
Cameco Corporation	10-May-23	Canada	G	No Research - No Recommendations Provided	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a @ Citizen	D. The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote Against will be treated as not voted.	Abstain
Phillips 66	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Glenn F. Tilton	Against
Phillips 66	10-May-23	USA	E	Environmental - Pollution	Recycling	5. Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donna M. Alvarado	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Steven T. Halverson	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda H. Riefler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director J. Steven Whisler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John J. Zillmer	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Richard D. Kinder	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Deborah A. Macdonald	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael C. Morgan	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Joel V. Staff	Against
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Catherine McLeod-Seltzer	Withhold
American International Group, Inc.	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jean-Paul Luksic as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Enel SpA	10-May-23	Italy	G	Director Related - Board Related	Fix Number of Directors and/or Auditors	4. Fix Number of Directors	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.1. Elect Paolo Scaroni as Board Chair	Against
Enel SpA	10-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
abrdn Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Authorise Issue of Equity	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	8. Ban Use of Fiberglass Rotor Blades in All New Wind Farms, Commit to Buy into Existing Hydropower Projects, and Conduct Research on Other Energy Sources Such as Thorium	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	10. Stop All Exploration and Drilling by 2025 and Provide Financial and Technical Assistance For Repair and Development of Ukraine's Energy Infrastructure	Against
Equinor ASA	10-May-23	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	11. Develop Procedure to Improve Response to Shareholder Proposals	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	12. End All Plans for Activities in Barents Sea, Adjust Up Investment in Renewables/Low Carbon Solution to 50 Percent by 2025, Implement CCS for Melkoya, and Invest in Rebuilding of Ukraine	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	13. Stop All Exploration and Test Drilling for Oil & Gas, Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya, and Present a Plan Enabling Norway to Become Net-Zero By 2050	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	14. Include Global Warming in Company's Further Strategy, Stop All Exploration For More Oil & Gas, Phase Out All Production and Sale of Oil & Gas, Multiply Investment in Renewable Energy and CCS, and Become Climate-Friendly Company	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Richard Solomons as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elaine D. Rosen	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Juan N. Cento	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lawrence V. Jackson	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Roderick A. Palmore	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ruth Ann M. Gillis	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Christopher M. Gorman	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mitchell E. Daniels, Jr.	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Clarence Otis, Jr.	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Hans Vestberg	Against
Verizon Communications Inc.	11-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Government Requests to Remove Content	Against
Verizon Communications Inc.	11-May-23	USA	S	Social - Political Spending	Political Activities and Action	6. Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Cheniere Energy, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cheniere Energy, Inc.	11-May-23	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Stranded Carbon Asset Risk	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeffrey S. Aronin	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gregory C. Case	Against
Discover Financial Services	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intel Corporation	11-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	Against
Intel Corporation	11-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Publish Third Party Review of Intel's China Business ESG Congruence	Against
Klepierre SA	11-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Klepierre SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Against
Klepierre SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	26. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25	Against
Klepierre SA	11-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	29. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 120 Million	Against
Klepierre SA	11-May-23	France	E	Environmental - Climate	Management Climate-Related Proposal	30. Approve Company's Climate Transition Plan (Advisory)	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on Transport of Nonhuman Primates Within the U.S.	Against
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Christopher J. Kearney	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Leon J. Topalian	Withhold
Nucor Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James C. Marcucilli	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley S. Seaman	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bayerische Motoren Werke AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
HeidelbergCement AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2025	Against
HeidelbergCement AG	11-May-23	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	12. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Donald K. Charter	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Adam I. Lundin	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Dale C. Peniuk	Against
MTU Aero Engines AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6. Approve Virtual-Only Shareholder Meetings Until 2025	Against
SAP SE	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	11.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Swire Pacific Limited	11-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
adidas AG	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sue W. Cole	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laree E. Perez	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim Williams	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John T. Cahill	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Stephen I. Sadove	Against
Colgate-Palmolive Company	12-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	Against
HelloFresh SE	12-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect John Rittenhouse 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
HelloFresh SE	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
HelloFresh SE	12-May-23	Germany	G	Company Articles - Article Amendments	Amend Articles Board-Related	8. Amend Articles Re: Supervisory Board Term of Office	Against
HelloFresh SE	12-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2025	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stuart B. Burgdoerfer	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Larson	Against
ANSYS, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Timothy P. Cawley	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John F. Killian	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael W. Ranger	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director L. Frederick Sutherland	Against
Tele2 AB	15-May-23	Sweden	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	21.a. Investigate if Current Board Members and Leadership Team Fulfill Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	Against
Tele2 AB	15-May-23	Sweden	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	21.b. In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	Against
Tele2 AB	15-May-23	Sweden	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	21.c. The Investigation and Any Measures Should be Presented as soon as possible, however Not Later than AGM 2024	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Debra A. Cafaro	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James D. Shelton	Against
Ventas Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Garnreiter	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kevin Knight	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathryn Munro	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director David Vander Ploeg	Against
Newell Brands Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bridget Ryan Berman	Against
Newell Brands Inc.	16-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Amend Right to Act by Written Consent	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon P. Durban	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Judy C. Lewent	Against
Deutsche Boerse AG	16-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	5.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marcel R. Coutu	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Isabelle Marcoux	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	5. Report on Key-Person Risk and Efforts to Ameliorate It	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NIBE Industrier AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Sebastien Bazin, Chairman and CEO	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Accor SA	17-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	14. Approve Transaction with Paris Saint-Germain Football Re: Partnership Agreement	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Accor SA	17-May-23	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 50 Percent of Issued Capital	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	24. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 and 23 at 50 Percent of the Share Capital and Under Items 19-22 at 10 Percent of Issued Capital	Against
Accor SA	17-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	27. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alan M. Bennett	Against
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Milton Carroll	Against
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert A. Malone	Against
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jeffrey A. Miller	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Terrence Kearney	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey Leiden	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Joseph Lacob	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director C. Raymond Larkin, Jr.	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George J. Morrow	Against
Align Technology, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Re-elect Anastassis David as Director and as Board Chairman	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Re-elect William Douglas III as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Re-elect Anastasios Leventis as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Re-elect Christodoulos Leventis as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.B. Re-elect Henrique Braun as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Elect George Leventis as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.2. Elect Evguenia Stoitchkova as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve UK 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
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Swiss Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Abstain
IDEXX Laboratories, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
LEG Immobilien SE	17-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David S. Congdon	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Kasarda	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Leo H. Suggs	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Harold M. Messmer, Jr.	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert J. Pace	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Frederick A. Richman	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2025	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Quest Diagnostics Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gary M. Pfeiffer	Against
Quest Diagnostics Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gail R. Wilensky	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CBRE Group, Inc.	17-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	Against
ZoomInfo Technologies Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Trevor Fetter	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Christopher J. Swift	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	4. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
Sampo Oyj	17-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	18. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Elect Director Evan G. Greenberg	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director R. David Hoover	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Elanco Animal Health Incorporated	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lance M. Fritz	Against
Union Pacific Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael R. McCarthy	Against
Union Pacific Corporation	18-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Union Pacific Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy	Against
Hilton Worldwide Holdings Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan D. Gray	Against
Hilton Worldwide Holdings Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Douglas M. Steenland	Against
Hilton Worldwide Holdings Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan F. Foster	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Conrad L. Mallett, Jr.	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gregory C. Smith	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory D. Brenneman	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director J. Frank Brown	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Edward P. Decker	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Rescind 2022 Racial Equity Audit Proposal	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Next Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Next Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against
Next Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Lisa Gersh	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tracy A. Leinbach	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Oscar Fanjul	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Bruce P. Nolop	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lennox International Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janet K. Cooper	Against
AIA Group Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	3. Elect Edmund Sze-Wing Tse as Director	Against
Legal & General Group Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	21. Authorise Issue of Equity	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20. Authorise Issue of Equity	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Paul Manduca as Director	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herring	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	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks Related to Discrimination Against Individuals Including Political Views	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Barbara E. Kahn	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Judith A. Sprieser	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	Against
Morgan Stanley	19-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Targa Resources Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Paul W. Chung	Against
Targa Resources Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles R. Crisp	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Vincent D. Poster	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Bernard Fried	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Worthing F. Jackman	Against
Quanta Services, Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert M. Davis	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	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.	23-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Merck & Co., Inc.	23-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Publish a Congruency Report of Partnerships with Globalist Organizations	Against
bioMerieux SA	23-May-23	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Philippe Archinard as Director	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Boulud, Vice-CEO	Against
bioMerieux SA	23-May-23	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 4,210,280	Against
bioMerieux SA	23-May-23	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 20 Percent of Issued Capital Per Year	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	29. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Against
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mark J. Alles	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Elizabeth McKee Anderson	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jean-Jacques Bienaime	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Richard A. Meier	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Welltower Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	26. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Against
Orange SA	23-May-23	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	B. Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	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	23-May-23	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	C. Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	D. Amending Item 27 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
Societe Generale SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of CEO and Vice-CEOs	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Johan Forssell as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Ronnie Leten as Board Chair	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Marco Antonio Slim Domit	Against
BlackRock, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit	Against
BlackRock, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Ability to Engineer Decarbonization in the Real Economy	Against
BlackRock, Inc.	24-May-23	USA	S	Social - Weapons	Weapons - Related	7. Report on Societal Impacts of Aerospace & Defense Industry ETF	Against
Equitable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joan Lamm-Tennant	Against
HF Sinclair Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Leldon E. Echols	Against
HF Sinclair Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert J. Kostelnik	Against
HF Sinclair Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James H. Lee	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. 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
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrew Martin as Director	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
ONEOK, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jim W. Mogg	Against
ONEOK, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Pattye L. Moore	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Alan L. Beller	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia L. Higgins	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Laurie J. Thomsen	Against
The Travelers Companies, Inc.	24-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	7. Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	Against
YASKAWA Electric Corp.	24-May-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ogawa, Masahiro	Against
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Anders Povlsen to the Supervisory Board	Against
Zalando SE	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation	Against
American Tower Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director JoAnn A. Reed	Against
American Tower Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela D. A. Reeve	Against
American Tower Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Samme L. Thompson	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson 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
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplaix to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marc N. Casper	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lars R. Sorensen	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Scott M. Sperling	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Valeo SA	24-May-23	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 70 Million	Against
Valeo SA	24-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	18. Re-elect Dessi Temperley as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	23. Authorise Issue of Equity	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	24. Approve Waiver of Rule 9 of the Takeover Code	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
IDEX Corporation	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	25-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Civil Rights and Non-Discrimination Audit	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jocelyn Carter-Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary J. Steele Guilfoile	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dawn Hudson	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David M. Thomas	Against
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary Hromadko	Against
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher Paisley	Against
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Peter Van Camp	Against
Equinix, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Equinix, Inc.	25-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intriери	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.11. Elect Management Nominee Director Robert S. Epstein	Withhold
Illumina, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JDE Peet's NV	25-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
JDE Peet's NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5.b. Elect Jeroen Katgert as Non-Executive Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JDE Peet's NV	25-May-23	Netherlands	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	7.c. Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Against
SBA Communications Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven E. Bernstein	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Isaka, Ryuichi	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Goto, Katsuhiro	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Yonemura, Toshiro	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Wada, Shinji	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Hachiuma, Fuminao	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David T. Seaton	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Steven M. Seibert	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Prudential Plc	25-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	24. Authorise Issue of Equity	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
AEON Co., Ltd.	26-May-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Against
Carrefour SA	26-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Alexandre Bompard as Director	Against
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Carrefour SA	26-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Against
Carrefour SA	26-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16	Against
Carrefour SA	26-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
The Carlyle Group Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lawton W. Fitt	Withhold
The Carlyle Group Inc.	30-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
EQT AB	30-May-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13.a. Approve Remuneration of Directors in the Amount of EUR 295,800 for Chairman and EUR 134,640 for Other Directors; Approve Remuneration for Committee Work	Against
EQT AB	30-May-23	Sweden	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	13.b. Approve Transfer of Shares to Board Members	Against
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.a. Reelect Conni Jonsson as Director	Against
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.d. Reelect Johan Forssell as Director	Against
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.f. Reelect Gordon Orr 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
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.g. Reelect Marcus Wallenberg as Director	Against
EQT AB	30-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.h. Reelect Conni Jonsson as Board Chair	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22.a. Approve EQT Equity Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	22.b. Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	22.c. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	22.d. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	23.a. Approve EQT Option Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	23.b. Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	23.c. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	23.d. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
Commerzbank AG	31-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Creation of EUR 438.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	Against
Commerzbank AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	11. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Bernd Toenjes to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Evonik Industries AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OMV AG	31-May-23	Austria	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.2. Revoke June 3, 2022, AGM Resolution Not to Grant Discharge of Management Board Member Rainer Seele for Fiscal Year 2021; Approve Discharge of Management Board Member Rainer Seele for Fiscal Year 2021	Against
HKT Trust and HKT Limited	31-May-23	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
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David A. Blau	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Eddy W. Hartenstein	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robin P. Hickenlooper	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gregory B. Maffei	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jonelle Procope	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Carl E. Vogel	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William R. McDermott	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey A. Miller	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ulta Beauty, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6. Approve Equity Plan Financing	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mowi ASA	01-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
Mowi ASA	01-Jun-23	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director David S. Regnery	Against
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Peek	Withhold
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director K. Ram Shriram	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Content Governance and Censorship	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	Against
Alphabet Inc.	02-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	16. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	17. Adopt Share Retention Policy For Senior Executives	Against
Hydro One Limited	02-Jun-23	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/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HubSpot, Inc.	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan M. Bennett	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David T. Ching	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Amy B. Lane	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Carol Meyrowitz	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jackwyn L. Nemerov	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy for All Employees	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Pamela M. Arway	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John M. Nehra	Against
DaVita Inc.	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortive Corporation	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortive Corporation	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael Casey	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Joshua Bekenstein	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Gregory David	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Stephen Gunn	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Nicholas Nomicos	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1J. Elect Director Huw Thomas	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dollarama Inc.	07-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Dollarama Inc.	07-Jun-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	4. SP 1: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	Against
Dollarama Inc.	07-Jun-23	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. SP 2: Report on Third-Party Employment Agencies	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stephen P. Casper	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.1. Elect Lee Ka-kit as Director	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.2. Elect David Li Kwok-po as Director	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Andrew Fung Hau-chung as Director	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold
MercadoLibre, Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Worldline SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Against
Worldline SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	24. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Against
Allegion Plc	08-Jun-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5. Renew the Board's Authority to Issue Shares Under Irish Law	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Brookfield Corporation	09-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Executive Compensation Approach	Against
Brookfield Corporation	09-Jun-23	Canada	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve BNRE Restricted Stock Plan	Against
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Olivier Goudet	Against
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Roper Technologies, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard F. Wallman	Against
Roper Technologies, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Christopher Wright	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Daniel M. Dickinson	Against
Caterpillar Inc.	14-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Due Diligence Process of Doing Business in Conflict Affected Areas	Against
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Civil Rights and Non-Discrimination Audit	Against
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Binet	Withhold
Delta Air Lines, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director George N. Mattson	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Informa Plc	15-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Informa Plc	15-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Hankyu Hanshin Holdings, Inc.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sumi, Kazuo	Against
Tesco Plc	16-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect John Allan as Director (WITHDRAWN)	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tesco Plc	16-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Z Holdings Corp.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Idezawa, Takeshi	Against
Daiichi Sankyo Co., Ltd.	19-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Trust-Type Equity Compensation Plan	Against
DENSO Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kushida, Shigeki	Against
NTT DATA Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Homma, Yo	Against
SoftBank Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Miyakawa, Junichi	Against
Sony Group Corp.	20-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Stock Option Plan	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Adena T. Friedman	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael R. Splinter	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
KDDI Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Tanaka, Takashi	Against
Komatsu Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Ohashi, Tetsuji	Against
Mitsui & Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yasunaga, Tatsuo	Against
Nippon Yusen KK	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Nagasawa, Hitoshi	Against
Rivian Automotive, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sumitomo Chemical Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tokura, Masakazu	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stacy J. Smith	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Autodesk, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Yufeng (Miles) Sun	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Tadeu Carneiro	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Jinghe Chen	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director William Hayden	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Manfu Ma	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.8. Elect Director Peter G. Meredith	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Equity Incentive Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve/Amend Non-Employee Director Deferred Share Unit Plan	5. Amend Deferred Share Unit Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Compensation	Amend Terms of Outstanding Options	6. Approve Extension of Option Term	Against
Astellas Pharma, Inc.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Okamura, Naoki	Against
Nitori Holdings Co., Ltd.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Shirai, Toshiyuki	Against
OMRON Corp.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamada, Yoshihito	Against
ORIX Corp.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Akiyama, Sakie	Against
ORIX Corp.	22-Jun-23	Japan	G	Director Election - Proxy Contest	Removal of Existing Board Directors	2. Remove Incumbent Director Irie, Shuji	Against
Sekisui Chemical Co., Ltd.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Koge, Teiji	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TDK Corp.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nakayama, Kozue	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Mark L. Perry	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director A. Brooke Seawell	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Stevens	Against
NVIDIA Corporation	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Kroger Co.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director W. Rodney McMullen	Against
The Kroger Co.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ronald L. Sargent	Against
The Kroger Co.	22-Jun-23	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	5. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against
The Kroger Co.	22-Jun-23	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Charitable Contributions	Against
The Kroger Co.	22-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Daifuku Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Geshiro, Hiroshi	Against
HIROSE ELECTRIC CO., LTD.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Ishii, Kazunori	Against
HOYA Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yoshihara, Hiroaki	Against
Hikari Tsushin, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shigeta, Yasumitsu	Against
Marubeni Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kokubu, Fumiya	Against
NIPPON STEEL CORP.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Hashimoto, Eiji	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nintendo Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Furukawa, Shuntaro	Against
Nitto Denko Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takasaki, Hideo	Against
Nitto Denko Corp.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Tokuyasu, Shin	Against
Nitto Denko Corp.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Takayanagi, Toshihiko	Against
Nomura Real Estate Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kutsukake, Eiji	Against
Osaka Gas Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Honjo, Takehiro	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director Matsushita, Isao	Against
Sysmex Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Asano, Kaoru	Against
West Japan Railway Co.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hasegawa, Kazuaki	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Caroline D. Dorsa	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric K. Rowinsky	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen A. Sherwin	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	5. Elect Director Susan K. Langer	Abstain
Fujitsu Ltd.	26-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Restricted Stock Plan	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Okuhara, Kazushige	Against
MS&AD Insurance Group Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Karasawa, Yasuyoshi	Against
Panasonic Holdings Corp.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tsuga, Kazuhiro	Against
Panasonic Holdings Corp.	26-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Restricted 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
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Scott Trevor Davis	Against
Dai-ichi Life Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Inagaki, Seiji	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Overseeing Risks Related to Discrimination	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	Against
Mastercard Incorporated	27-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
ANA HOLDINGS INC.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Katanozaka, Shinya	Against
Ajinomoto Co., Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nakayama, Joji	Against
Asahi Kasei Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kobori, Hideki	Against
Azbil Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Ito, Takeshi	Against
JFE Holdings, Inc.	27-Jun-23	Japan	G	Non-Routine Business - Non-Routine Business	Approve Alternative Income Allocation/Distribution Policy	3. Approve Alternative Allocation of Income, with No Final Dividend	Against
Kikkoman Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Fukui, Toshihiko	Against
Mazda Motor Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Shobuda, Kiyotaka	Against
Nomura Holdings, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ishimura, Kazuhiko	Against
ROHM Co., Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsumoto, Isao	Against
Sharp Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Po-Hsuan Wu	Against
Sharp Corp.	27-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tanaka, Shigeyoshi	Against
TOTO Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kitamura, Madoka	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Futagawa, Kazuo	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Shira Goodman	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mitchell D. Steenrod	Against
CarMax, Inc.	27-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorise Issue of Equity without Pre-emptive Rights	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Terumo Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Takagi, Toshiaki	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Katayama, Masanori	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Kawamura, Kanji	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Obayashi Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Obayashi, Takeo	Against
Shimadzu Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Ueda, Teruhisa	Against
Sumitomo Electric Industries Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsumoto, Masayoshi	Against
ZOZO, Inc.	28-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	8. Approve Restricted 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
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Inoue, Noriyuki	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kitajima, Yoshinari	Against
Daiwa House Industry Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yoshii, Keiichi	Against
FANUC Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Inaba, Yoshiharu	Against
FUJIFILM Holdings Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Sukeno, Kenji	Against
Keio Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Komura, Yasushi	Against
Mitsubishi Estate Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Okamoto, Tsuyoshi	Against
Murata Manufacturing Co. Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Murata, Tsuneo	Against
Odakyu Electric Railway Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hoshino, Koji	Against
Odakyu Electric Railway Co., Ltd.	29-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Trust-Type Equity Compensation Plan	Against
Oriental Land Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director Takano, Yumiko	Against
Oriental Land Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.8. Elect Director Hanada, Tsutomu	Against
Shimizu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Miyamoto, Yoichi	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Fukui, Toshihiko	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan	Against
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Onodera, Kenichi	Against
Tokyu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nomoto, Hirofumi	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect David Hutchison as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
J Sainsbury Plc	06-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Burberry Group Plc	12-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon Durban	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
DCC Plc	13-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	4(b). Re-elect Mark Breuer as Director	Against
DCC Plc	13-Jul-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard T. Carucci	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Juliana L. Chugg	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Clarence Otis, Jr.	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Richard C. Breeden	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Cynthia L. Feldmann	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Jacqueline B. Kosecoff	Against
STERIS plc	27-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
STERIS plc	27-Jul-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Adopt Remuneration Report	Against
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Authorise Issue of Equity without Pre-emptive Rights	Against
James Hardie Industries Plc	03-Aug-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve the Remuneration Report	Against
James Hardie Industries Plc	03-Aug-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Renewal of Authority for Directors to Allot and Issue Shares	Against
James Hardie Industries Plc	03-Aug-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Renewal of Authority for Director to Issues Shares without Pre-emptive Rights	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey T. Huber	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Richard A. Simonson	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Luis A. Ubinas	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Andrew Wilson	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
The J. M. Smucker Company	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alex Shumate	Against
The J. M. Smucker Company	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark T. Smucker	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Walker as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
Alimentation Couche-Tard Inc.	07-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorise Issue of Equity	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorise Issue of Equity without Pre-emptive Rights	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Gen Digital Inc.	12-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gen Digital Inc.	12-Sep-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan B. Graf, Jr.	Withhold
NIKE, Inc.	12-Sep-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director T. Michael Nevens	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director George T. Shaheen	Against
NetApp, Inc.	13-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director P. Thomas Jenkins	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mark J. Barrenechea	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randy Fowlie	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gail E. Hamilton	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Stephen J. Sadler	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael Slaunwhite	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Katharine B. Stevenson	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Deborah Weinstein	Against
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
General Mills, Inc.	26-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey L. Harmening	Against
General Mills, Inc.	26-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Steve Odland	Against
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
Pan Pacific International Holdings Corp.	27-Sep-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yoshida, Naoki	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles A. Blixt	Against
Singapore Exchange Limited	05-Oct-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against
The Procter & Gamble Company	10-Oct-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks Related to Operations in China	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin Mucci	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph G. Doody	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David J.S. Flaschen	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director B. Thomas Golisano	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Pamela A. Joseph	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Joseph M. Tucci	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Joseph M. Velli	Against
Paychex, Inc.	12-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerald S. Adolph	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melanie W. Barstad	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert E. Coletti	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Scott D. Farmer	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald W. Tysoe	Against
Cintas Corporation	24-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.1. Elect Robert Ng Chee Siong as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.2. Elect Ronald Joseph Arculli as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.3. Elect Nikki Ng Mien Hua as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Adrian David Li Man-kiu as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2a. Elect Director Robert V. Baumgartner	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2b. Elect Director Julie L. Bushman	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2c. Elect Director John L. Higgins	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2f. Elect Director Roeland Nusse	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2h. Elect Director Randolph Steer	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Delfin Sarl	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate 1 Submitted by Delfin Sarl	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Automatic Data Processing, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director John P. Jones	Against
Automatic Data Processing, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Carlos A. Rodriguez	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Leslie A. Brun	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard J. Daly	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lachlan K. Murdoch	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul D. Ryan	Against
Ferguson Plc	28-Nov-23	Jersey	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against
Campbell Soup Company	29-Nov-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on 2025 Cage-Free Egg Goal	Against
Paylocity Holding Corporation	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jeffrey T. Diehl	Withhold
Paylocity Holding Corporation	30-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Shintaku, Masaaki	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director John T. Redmond	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John F. Sorte	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	Against
Coloplast A/S	07-Dec-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Coloplast A/S	07-Dec-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.3. Amend Remuneration Policy	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
FactSet Research Systems Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robin A. Abrams	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Earl G. Graves, Jr.	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director William C. Rhodes, III	Against
AutoZone, Inc.	20-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bridgestone Corp.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Scott Trevor Davis	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Amend Remuneration Policy	For
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.c. Amendment to Remuneration Policy for Board of Directors and Executive Management	For
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Elena Lagomasino	Against
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Derica W. Rice	Against
The Walt Disney Company	03-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Paul Walker as Director	For
The Toronto-Dominion Bank	20-Apr-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	4. SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	9. SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	Against
SEGRO PLC	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Andy Harrison as Director	For
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ana Botin	Against
The Coca-Cola Company	25-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	Against
CapitaLand Investment Ltd.	25-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	9. Approve Grant of Awards and Issuance of Shares Under the CapitaLand Investment Performance Share Plan 2021 and the CapitaLand Investment Restricted Share Plan 2021	For
The Cigna Group	26-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	Against
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director J. Michael Stice	Withhold
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4b. Re-elect Hugh Brady as Director	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AXA SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenberg as Director	For
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrew Harrison as Director	For
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ilene S. Gordon	For
Phillips 66	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Glenn F. Tilton	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jamie Pike as Director	For
Cheniere Energy, Inc.	11-May-23	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Stranded Carbon Asset Risk	Against
Intel Corporation	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	For
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Anders Gustafsson	For
Compagnie Generale des Etablissements Michelin SCA	12-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of General Managers	For
Union Pacific Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy	Against
The Home Depot, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Legal & General Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir John Kingman as Director	For
BlackRock, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Ability to Engineer Decarbonization in the Real Economy	Against
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Meaghan Lloyd	For
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry Page	For
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sergey Brin	For
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	For
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ann Mather	For
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy for All Employees	Against
Dollarama Inc.	07-Jun-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	4. SP 1: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	Against
Dollarama Inc.	07-Jun-23	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. SP 2: Report on Third-Party Employment Agencies	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William P. Donnelly	For
Tesco Plc	16-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Byron Grote as Director	For
DENSO Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hayashi, Shinnosuke	For
DENSO Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kushida, Shigeki	Against
TDK Corp.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nakayama, Kozue	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric K. Rowinsky	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	5. Elect Director Susan K. Langer	Abstain
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Katayama, Masanori	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Minami, Shinsuke	For
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Fukui, Toshihiko	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Therese Esperdy as Director	For
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dell	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VMware, Inc.	13-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
NIKE, Inc.	12-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
NIKE, Inc.	12-Sep-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Against
NetApp, Inc.	13-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dornemann	For
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J Moses	For
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael Sheresky	For
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	For
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2b.1. Slate 1 Submitted by Management	For
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	For
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Cannon	For
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Abhijit Y. Talwalkar	For
Lam Research Corporation	07-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yanai, Tadashi	For
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Shintaku, Masaaki	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	07-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	Against

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intuit Inc.	19-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Visa Inc.	24-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Metro Inc.	24-Jan-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	4. Amend Stock Option Plan	Against
Metro Inc.	24-Jan-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 1: Adopt Near and Long-Term Science-Based Greenhouse Gas Emissions Reduction Targets	For
Metro Inc.	24-Jan-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	6. SP 2: Report on Actual and Potential Human Rights Impacts on Migrant Workers	For
UGI Corporation	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director M. Shawn Bort	Against
Hormel Foods Corporation	31-Jan-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	5. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Geoffrey Y. Yang	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Rockwell Automation, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	A3. Elect Director Donald R. Parfet	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rockwell Automation, Inc.	07-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Atmos Energy Corporation	08-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richard K. Gordon	Against
Atmos Energy Corporation	08-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nancy K. Quinn	Against
Atmos Energy Corporation	08-Feb-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard A. Sampson	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Deere & Company	22-Feb-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Aristocrat Leisure Limited	24-Feb-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of Performance Share Rights to Trevor Croker	Against
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8a. Reelect Heine Dalsgaard as Director	Abstain
Demant A/S	08-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Niels Jacobsen as Director	Abstain
Hologic, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephen P. MacMillan	Against
Hologic, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sally W. Crawford	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard W. Gochner	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kathleen W. Hyle	Against
Wartsila Oyj Abp	09-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Mäkinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.1. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Karl Lamprecht to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Christian Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Torsten Reitze to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	10. Approve Remuneration Report	Against
Yamaha Motor Co., Ltd.	22-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Watanabe, Katsuaki	Against
Orion Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Hulic Co., Ltd.	23-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Okamoto, Masahiro	Against
Hulic Co., Ltd.	23-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Tanaka, Mie	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	19. Authorize Reissuance of Repurchased Shares	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	20. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.1. Reelect Hans Straberg as Director	Against
SKF AB	23-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	14.4. Reelect Hakan Buskhe as Director	Against
SKF AB	23-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Hans Straberg as Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SKF AB	23-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve 2023 Performance Share Program	Against
Unicharm Corp.	24-Mar-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Takahara, Takahisa	Against
Bridgestone Corp.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Scott Trevor Davis	Against
INPEX Corp.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Ueda, Takayuki	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Nippon Paint Holdings Co., Ltd.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hara, Hisashi	Against
McDonald's Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Andrew Gregory	Against
McDonald's Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Kawamura, Akira	Against
McDonald's Holdings Co. (Japan) Ltd.	28-Mar-23	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	4. Approve Director Retirement Bonus	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.3. Reelect Arne Karlsson as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.2. Amend Remuneration Policy	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	S	Social - Human Rights	Human Rights Risk Assessment	10.6. Report on Efforts and Risks Related to Human Rights	For
Holmen AB	28-Mar-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Fredrik Lundberg, Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson (Chair), Henrik Sjolund and Henriette Zeuchner as Directors; Elect Carina Akerstrom as Director	Against
HOSHIZAKI Corp.	29-Mar-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kobayashi, Yasuhiro	Against
Essity AB	29-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	11.b. Reelect Par Boman as Director	Against
Essity AB	29-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12. Reelect Par Boman as Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.a. Approve Discharge of Board Chairman Ronnie Leten	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.b. Approve Discharge of Board Member Helena Stjernholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.c. Approve Discharge of Board Member Jacob Wallenberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.d. Approve Discharge of Board Member Jon Fredrik Baksaas	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.e. Approve Discharge of Board Member Jan Carlson	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.f. Approve Discharge of Board Member Nora Denzel	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.h. Approve Discharge of Board Member Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.i. Approve Discharge of Board Member Eric A. Elzvik	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.j. Approve Discharge of Board Member Kurt Jofs	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.k. Approve Discharge of Board Member Kristin S. Rinne	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.l. Approve Discharge of Employee Representative Torbjorn Nyman	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.m. Approve Discharge of Employee Representative Anders Ripa	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.n. Approve Discharge of Employee Representative Kjell-Ake Soting	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.o. Approve Discharge of Deputy Employee Representative Ulf Rosberg	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	8.3.p. Approve Discharge of Deputy Employee Representative Loredana Roslund	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	8.3.r. Approve Discharge of President Borje Ekholm	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.1. Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.2. Approve Equity Plan Financing LTV I 2023	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17.1. Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Against
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.2. Approve Equity Plan Financing of LTV II 2023	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.3. Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Against
Electrolux AB	29-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.c. Approve Transfer of 1,544,925 B-Shares	Against
Rakuten Group, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Mikitani, Hiroshi	Against
Kesko Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Par Boman as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.9. Reelect Barbara M. Thoralfsson as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Reelect Par Boman as Board Chair	Against
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Elena Lagomasino	Against
The Walt Disney Company	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Derica W. Rice	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Report on Political Expenditures	For
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	For
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.1. Reelect Tom Johnstone as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.3. Reelect Katarina Martinson as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.5. Reelect Daniel Nodhall as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10a.6. Reelect Lars Pettersson as Director	Against
Husqvarna AB	04-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10b. Reelect Tom Johnstone as Board Chair	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Elisa Oyj	05-Apr-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Elisa Oyj	05-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Executive Compensation Approach	Against
A. O. Smith Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Idelle K. Wolf	Withhold
A. O. Smith Corporation	11-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
A. O. Smith Corporation	11-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Whether Company Policies Reinforce Racism in Company Culture	For
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Beiersdorf AG	13-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Aker BP ASA	14-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement	Against
Aker BP ASA	14-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sophie Brochu	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	A. SP 1: Advisory Vote on Environmental Policies	For
Bank of Montreal	18-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	For
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
U.S. Bancorp	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eiffage SA	19-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Against
Eiffage SA	19-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Against
HCA Healthcare, Inc.	19-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
HCA Healthcare, Inc.	19-Apr-23	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	6. Amend Charter of Patient Safety and Quality of Care Committee	For
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ann B. (Tanny) Crane	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Richard W. Neu	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director David L. Porteous	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Stephen D. Steinour	Against
CapitaLand Integrated Commercial Trust	19-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	3. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chairman	For
Adobe Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Adobe Inc.	20-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	For
Owens Corning	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William J. McDonald	Against
RELX Plc	20-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	21. Authorise Issue of Equity	Against
Covivio SA	20-Apr-23	France	E	Environmental - Climate	Management Climate-Related Proposal	22. Approve Company's Climate Transition Plan (Advisory)	Against
Covivio SA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	25. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 71 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 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
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	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 Reserved for Employees and Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	30. Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen F. Angel	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh Grant	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
SEGRO PLC	20-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
SEGRO PLC	20-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Gecina SA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
L'Oreal SA	21-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Against
National Bank of Canada	21-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2023-2028	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Amplifon SpA	21-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Keppel Corporation Limited	21-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
United Overseas Bank Limited (Singapore)	21-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	6. Elect Steven Phan Swee Kim as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
United Overseas Bank Limited (Singapore)	21-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Ancius	Against
Fastenal Company	22-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Vivendi SE	24-Apr-23	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	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Chairman of the Management Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollore as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HP Inc.	24-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Provide Right to Act by Written Consent	For
ING Groep NV	24-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8A. Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ana Botin	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher C. Davis	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Barry Diller	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Maria Elena Lagomasino	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director James Quincey	Against
The Coca-Cola Company	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Civil Rights Audit	For
The Coca-Cola Company	25-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	For
The Coca-Cola Company	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	For
The Coca-Cola Company	25-Apr-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	For
CapitaLand Investment Ltd.	25-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	5b. Elect Gabriel Lim Meng Liang as Director	Against
CapitaLand Investment Ltd.	25-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William F. Feehery	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Hofmann	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Douglas A. Michels	Withhold
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
International Business Machines Corporation	25-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
International Business Machines Corporation	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Efforts to Prevent Harassment and Discrimination in the Workplace	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Walker Bynoe	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David H. B. Smith, Jr.	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1o. Elect Director William H. Rogers, Jr.	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1r. Elect Director Thomas E. Skains	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Rollins, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jerry W. Nix	Withhold
Rollins, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Rollins, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Boliden AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Remuneration Report	Against
The Williams Companies, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stacey H. Dore	Against
Alfa Laval AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Ball Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Stuart A. Taylor, II	Withhold
BorgWarner Inc.	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
BorgWarner Inc.	26-Apr-23	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Just Transition	For
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig Arnold	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory R. Page	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Authorise Issue of Equity without Pre-emptive Rights	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director David M. Cordani	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Eric C. Wiseman	Against
The Cigna Group	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marathon Petroleum Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director J. Michael Stice	Withhold
Marathon Petroleum Corporation	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	7. Adopt Simple Majority Vote	For
Marathon Petroleum Corporation	26-Apr-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	8. Amend Compensation Clawback Policy	For
Marathon Petroleum Corporation	26-Apr-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Just Transition	For
Marathon Petroleum Corporation	26-Apr-23	USA	E	Environmental - Other	Report on Environmental Policies	10. Report on Asset Retirement Obligation	For
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director V. Ann Hailey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director D.G. Macpherson	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director E. Scott Santi	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James M. Cracchiolo	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGesio	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
City Developments Limited	26-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorise Issue of Equity without Pre-emptive Rights	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Persimmon Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
Assa Abloy AB	26-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Against
Assa Abloy AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Performance Share Matching Plan LTI 2023	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carrie S. Cox	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela H. Patsley	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bruce Van Saun	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William P. Hankowsky	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Shivan Subramaniam	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Wendy A. Watson	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Christine N. Garvey	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David B. Henry	Against
GEA Group AG	27-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Wayne Garrison	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sharilyn S. Gasaway	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bryan Hunt	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James L. Robo	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Kirk Thompson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Johnson & Johnson	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joaquin Duato	Against
Johnson & Johnson	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anne M. Mulcahy	Against
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Government Financial Support and Equitable Access to Covid-19 Products	For
Johnson & Johnson	27-Apr-23	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	7. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Karen L. Daniel	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Nathan J. Jones	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director W. Dudley Lehman	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas T. Pinchuk	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Gregg M. Sherrill	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorise Issue of Equity	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorise Issue of Equity without Pre-emptive Rights	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4a. Re-elect Richie Boucher as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AXA SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO	Against
AXA SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Against
AXA SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	21. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights	Against
AstraZeneca Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Danone SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Against
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Kering SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	11. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Against
Kering SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Against
Bouygues SA	27-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-23	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 150 Million	Against
Bouygues SA	27-Apr-23	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 85 Million	Against
Bouygues SA	27-Apr-23	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 75 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a1. Reelect Johan Forssell as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12.a. Approve Remuneration Report	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	12.b. Approve Stock Option Plan 2023 for Key Employees	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.a. Acquire Class A Shares Related to Personnel Option Plan for 2022 and 2023	Against
Atlas Copco AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	13.c. Transfer Class A Shares Related to Personnel Option Plan for 2023	Against
Sandvik Aktiebolag	27-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.6. Reelect Helena Stjernholm as Director	Against
Sandvik Aktiebolag	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Report	Against
Sandvik Aktiebolag	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Pearson Plc	28-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
Pearson Plc	28-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. Approve Remuneration Policy	Against
Merck KGaA	28-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey S. Chisholm	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Martine A. Celej	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmill	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Kellogg Company	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Steve Cahillane	Against
Kellogg Company	28-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gap	For
UOL Group Limited	28-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Approve Grant of Options and Issuance of Shares Under the UOL 2022 Share Option Scheme	Against
UOL Group Limited	28-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Eli Lilly and Company	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	01-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Vote Requirements to Amend Articles/Bylaws/Charter	8. Adopt Simple Majority Vote	For
Eli Lilly and Company	01-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Impact of Extended Patent Exclusivities on Product Access	For
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Spending Congruency	11. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For
Eli Lilly and Company	01-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	12. Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	13. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	For
Aflac Incorporated	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul D. Donahue	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Johns	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Wendy B. Needham	Withhold
Genuine Parts Company	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Expeditors International of Washington, Inc.	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Expeditors International of Washington, Inc.	02-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Peter Chernin	Against
American Express Company	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
American Express Company	02-May-23	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
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Ocado Group Plc	02-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20. Authorise Issue of Equity	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	21. Authorise Issue of Equity in Connection with a Rights Issue	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorise Issue of Equity without Pre-emptive Rights	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Essential Utilities, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Franklin W. Hobbs	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mayree C. Clark	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kim S. Fennebresque	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marjorie Magner	Against
Ally Financial Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cognex Corporation	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ian Cook	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ramon L. Laguarta	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
PepsiCo, Inc.	03-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	For
PepsiCo, Inc.	03-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	7. Report on Impacts of Restrictive Reproductive Healthcare Legislation	For
Pool Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert C. Sledd	Against
Pool Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John E. Stokely	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel P. O'Day	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gilead Sciences, Inc.	03-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christina Gold	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Enbridge Inc.	03-May-23	Canada	E, S	E&S Blended - Climate	Climate Change Lobbying	5. SP 1: Report on Lobbying and Political Donations	For
Enbridge Inc.	03-May-23	Canada	E	Environmental - Climate	GHG Emissions	6. SP 2: Disclose the Company's Scope 3 Emissions	For
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20. Authorise Issue of Equity	Against
GSK Plc	03-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas P. Salice	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
United Parcel Service, Inc.	04-May-23	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
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	For
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	7. Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Just Transition	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	11. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
TELUS Corporation	04-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
TELUS Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Restricted Share Unit Plan	Against
TELUS Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5. Amend Performance Share Unit Plan	Against
Parkland Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	4. Amend Stock Option Plan	Against
Parkland Corporation	04-May-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	5. Re-approve Stock Option Plan	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jose B. Alvarez	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
United Rentals, Inc.	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	For
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John J. Zillmer	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	04-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Allianz SE	04-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2025	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Terrence A. Duffy	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bryan T. Durkin	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1o. Elect Director William R. Shepard	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1p. Elect Director Howard J. Siegel	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Advisory Vote on Executive Compensation Approach	Against
Gildan Activewear Inc.	04-May-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Review Human Capital Management KPIs and SPTs Addressing Human Rights in its Supply Chain, and Improving Employee Safety and Reducing Workplace Risks and Include One Such KPI/SPT in its Next Sustainability Linked Credit Facility in 2027	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KBC Group SA/NV	04-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	2.2. Approve Issuance of Shares with Preemptive Rights	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.1. Reelect Koenraad Debackere as Independent Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.2. Reelect Alain Bostoën as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.3. Reelect Franky Depickere as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.4. Reelect Frank Donck as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.5. Elect Marc De Ceuster as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.6. Elect Raf Sels as Director	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Philip Yea as Director	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kermit R. Crawford	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James B. Stake	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Remove One-Year Holding Period Requirement to Call Special Meeting	For
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James B. Connor	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George L. Fotiadis	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Irving F. Lyons, III	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Carl B. Webb	Against
Prologis, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
H&M Hennes & Mauritz AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Anders Dahlvig as Director	Against
H&M Hennes & Mauritz AB	04-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.6. Reelect Christian Sievert as Director	Against
Schneider Electric SE	04-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Against
Schneider Electric SE	04-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Against
Hang Seng Bank Limited	04-May-23	Hong Kong	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
Hang Seng Bank Limited	04-May-23	Hong Kong	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	6. Adopt New Articles of Association	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela B. Strobel	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Dover Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephen M. Todd	Against
Dover Corporation	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
HSBC Holdings Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Authorise Issue of Equity	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Authorise Issue of Equity without Pre-emptive Rights	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Teleflex Incorporated	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Liam J. Kelly	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Teleflex Incorporated	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teleflex Incorporated	05-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
International Paper Company	08-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Ritchie Bros. Auctioneers Incorporated	08-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Pentair plc	09-May-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Freeman A. Hrabowski, III	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael L. Eskew	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Michael F. Roman	Against
3M Company	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William L. Bax	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director D. John Coldman	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director J. Patrick Gallagher, Jr.	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David S. Johnson	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Norman L. Rosenthal	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swire Properties Limited	09-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Solvay SA	09-May-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Stock Option Plan Grants	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	4. Elect Director Robert J. Bernhard	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	6. Elect Director Stephen B. Dobbs	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	9. Elect Director William I. Miller	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	10. Elect Director Georgia R. Nelson	Against
Cummins Inc.	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	17. Require Independent Board Chairman	For
Cummins Inc.	09-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	18. Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Ann E. Berman	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Joseph L. Bower	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Charles M. Diker	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Paul J. Fribourg	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Walter L. Harris	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Andrew H. Tisch	Against
Loews Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1J. Elect Director Jonathan M. Tisch	Against
Loews Corporation	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph W. Gorder	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert A. Profusek	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Randall J. Weisenburger	Against
Valero Energy Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Rayford Wilkins, Jr.	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valero Energy Corporation	09-May-23	USA	E	Environmental - Climate	GHG Emissions	5. Report on Climate Transition Plan and GHG Emissions Reduction Targets	For
Valero Energy Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	6. Oversee and Report a Racial Equity Audit	For
LKQ Corporation	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Gilbert F. Casellas	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Martina Hund-Mejean	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles F. Lowrey	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Christine A. Poon	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Elevance Health, Inc.	10-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Cameco Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	A2. Elect Director Daniel Camus	Against
Cameco Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	A6. Elect Director Jim Gowans	Against
Phillips 66	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Glenn F. Tilton	Against
American Water Works Company, Inc.	10-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Oversee and Report a Racial Equity Audit	For
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donna M. Alvarado	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Steven T. Halverson	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda H. Riefler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director J. Steven Whisler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John J. Zillmer	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Richard D. Kinder	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ted A. Gardner	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Deborah A. Macdonald	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael C. Morgan	Against
Kinder Morgan, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Joel V. Staff	Against
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Catherine McLeod-Seltzer	Withhold
American International Group, Inc.	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American International Group, Inc.	10-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Antofagasta Plc	10-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jean-Paul Luksic as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Enel SpA	10-May-23	Italy	G	Director Related - Board Related	Fix Number of Directors and/or Auditors	4. Fix Number of Directors	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
abrdn Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Authorise Issue of Equity	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	9. Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy	For
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Richard Solomons as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elaine D. Rosen	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Juan N. Cento	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lawrence V. Jackson	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Roderick A. Palmore	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ruth Ann M. Gillis	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Christopher M. Gorman	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
KeyCorp	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mitchell E. Daniels, Jr.	Against
Norfolk Southern Corporation	11-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Clarence Otis, Jr.	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Hans Vestberg	Against
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	7. Amend Clawback Policy	For
Verizon Communications Inc.	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	9. Require Independent Board Chair	For
Cheniere Energy, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeffrey S. Aronin	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gregory C. Case	Against
Discover Financial Services	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Klepierre SA	11-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Against
Klepierre SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Against
Klepierre SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	26. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25	Against
Klepierre SA	11-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	29. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 120 Million	Against
Klepierre SA	11-May-23	France	E	Environmental - Climate	Management Climate-Related Proposal	30. Approve Company's Climate Transition Plan (Advisory)	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Christopher J. Kearney	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Leon J. Topalian	Withhold
Nucor Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James C. Marcuccilli	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley S. Seaman	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bayerische Motoren Werke AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Edwards Lifesciences Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
HeidelbergCement AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only Shareholder Meetings Until 2025	Against
HeidelbergCement AG	11-May-23	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	12. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Donald K. Charter	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Adam I. Lundin	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Dale C. Peniuk	Against
MTU Aero Engines AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6. Approve Virtual-Only Shareholder Meetings Until 2025	Against
SAP SE	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	11.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Swire Pacific Limited	11-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
adidas AG	11-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	11-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sue W. Cole	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laree E. Perez	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Martin Marietta Materials, Inc.	11-May-23	USA	E	Environmental - Climate	GHG Emissions	5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim Williams	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sempra Energy	12-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	For
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John T. Cahill	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Stephen I. Sadove	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
HelloFresh SE	12-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect John Rittenhouse to the Supervisory Board	Against
HelloFresh SE	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
HelloFresh SE	12-May-23	Germany	G	Company Articles - Article Amendments	Amend Articles Board-Related	8. Amend Articles Re: Supervisory Board Term of Office	Against
HelloFresh SE	12-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2025	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stuart B. Burgdoerfer	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Larson	Against
ANSYS, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Timothy P. Cawley	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John F. Killian	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael W. Ranger	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director L. Frederick Sutherland	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Debra A. Cafaro	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James D. Shelton	Against
Ventas Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Garnreiter	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kevin Knight	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathryn Munro	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director David Vander Ploeg	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Newell Brands Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bridget Ryan Berman	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon P. Durban	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Judy C. Lewent	Against
Deutsche Boerse AG	16-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	5.1. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marcel R. Coutu	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Isabelle Marcoux	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
NIBE Industrier AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Sebastien Bazin, Chairman and CEO	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Accor SA	17-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	14. Approve Transaction with Paris Saint-Germain Football Re: Partnership Agreement	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Accor SA	17-May-23	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 50 Percent of Issued Capital	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	24. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 and 23 at 50 Percent of the Share Capital and Under Items 19-22 at 10 Percent of Issued Capital	Against
Accor SA	17-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	27. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alan M. Bennett	Against
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Milton Carroll	Against
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert A. Malone	Against
Halliburton Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jeffrey A. Miller	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Terrence Kearney	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey Leiden	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Joseph Lacob	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director C. Raymond Larkin, Jr.	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George J. Morrow	Against
Align Technology, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Re-elect Anastassis David as Director and as Board Chairman	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Re-elect William Douglas III as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Re-elect Anastasios Leventis as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Re-elect Christodoulos Leventis as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.B. Re-elect Henrique Braun as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Elect George Leventis as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2.2. Elect Evguenia Stoitchkova as Director	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve UK Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Swiss Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Abstain
IDEXX Laboratories, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
LEG Immobilien SE	17-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David S. Congdon	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Kasarda	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Leo H. Suggs	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Harold M. Messmer, Jr.	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert J. Pace	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Frederick A. Richman	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2025	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Quest Diagnostics Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gary M. Pfeiffer	Against
Quest Diagnostics Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gail R. Wilensky	Against
Quest Diagnostics Incorporated	17-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ZoomInfo Technologies Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Trevor Fetter	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Christopher J. Swift	Against
Sampo Oyj	17-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	18. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Elect Director Evan G. Greenberg	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Chubb Limited	17-May-23	Switzerland	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	14. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Chubb Limited	17-May-23	Switzerland	S	Social - Human Rights	Human Rights Risk Assessment	15. Report on Human Rights Risk Assessment	For
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director R. David Hoover	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lance M. Fritz	Against
Union Pacific Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael R. McCarthy	Against
Union Pacific Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Xylem Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Zoetis Inc.	18-May-23	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
Hilton Worldwide Holdings Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan D. Gray	Against
Hilton Worldwide Holdings Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Douglas M. Steenland	Against
Hilton Worldwide Holdings Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan F. Foster	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Conrad L. Mallett, Jr.	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gregory C. Smith	Against
Otis Worldwide Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory D. Brenneman	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director J. Frank Brown	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Edward P. Decker	Against
The Home Depot, Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For
The Home Depot, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Political Expenditures Congruence	For
Next Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Next Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against
Next Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Lisa Gersh	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tracy A. Leinbach	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Oscar Fanjul	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Bruce P. Nolop	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Morton O. Schapiro	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lennox International Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janet K. Cooper	Against
AIA Group Limited	18-May-23	Hong Kong	G	Director Election - Director Election	Elect Director	3. Elect Edmund Sze-Wing Tse as Director	Against
Legal & General Group Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	21. Authorise Issue of Equity	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20. Authorise Issue of Equity	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Paul Manduca as Director	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herringer	Against
The Charles Schwab Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	For
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Barbara E. Kahn	Against
DexCom, Inc.	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
Intercontinental Exchange, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Judith A. Sprieser	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	Against
Morgan Stanley	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Targa Resources Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Paul W. Chung	Against
Targa Resources Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles R. Crisp	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Targa Resources Corp.	23-May-23	USA	E	Environmental - Climate	GHG Emissions	5. Report on Efforts to Reduce Methane Emission Venting and Flaring in Supply Chain	For
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Vincent D. Poster	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Bernard Fried	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Worthing F. Jackman	Against
Quanta Services, Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert M. Davis	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Access to COVID-19 Products	For
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Merck & Co., Inc.	23-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	10. Require Independent Board Chair	For
bioMerieux SA	23-May-23	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Philippe Archinard as Director	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Boulud, Vice-CEO	Against
bioMerieux SA	23-May-23	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 4,210,280	Against
bioMerieux SA	23-May-23	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 20 Percent of Issued Capital Per Year	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	29. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Against
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mark J. Alles	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Elizabeth McKee Anderson	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jean-Jacques Bienaime	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Richard A. Meier	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Welltower Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	26. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Against
Societe Generale SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of CEO and Vice-CEOs	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Johan Forssell as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Ronnie Leten as Board Chair	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Marco Antonio Slim Domit	Against
Equitable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joan Lamm-Tennant	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
HF Sinclair Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Leldon E. Echols	Against
HF Sinclair Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert J. Kostelnik	Against
HF Sinclair Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James H. Lee	Against
HF Sinclair Corporation	24-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrew Martin as Director	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
ONEOK, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jim W. Mogg	Against
ONEOK, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Pattye L. Moore	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Alan L. Beller	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia L. Higgins	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Laurie J. Thomsen	Against
The Travelers Companies, Inc.	24-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	For
The Travelers Companies, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	8. Oversee and Report on a Third-Party Racial Equity Audit	For
The Travelers Companies, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Ensure Policies Do Not Support Police Violations of Civil Rights	For
YASKAWA Electric Corp.	24-May-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ogawa, Masahiro	Against
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Anders Povlsen to the Supervisory Board	Against
Zalando SE	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation	Against
American Tower Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director JoAnn A. Reed	Against
American Tower Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela D. A. Reeve	Against
American Tower Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Samme L. Thompson	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplax to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marc N. Casper	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lars R. Sorensen	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Scott M. Sperling	Against

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.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Valeo SA	24-May-23	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 70 Million	Against
Valeo SA	24-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	18. Re-elect Dessi Temperley as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	23. Authorise Issue of Equity	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	24. Approve Waiver of Rule 9 of the Takeover Code	Against
IDEX Corporation	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
IDEX Corporation	25-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	For
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	5. Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	For
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	9. Report on Lobbying Payments and Policy	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	10. Issue Transparency Report on Global Public Policy and Political Influence	For
McDonald's Corporation	25-May-23	USA	S	Social - Animal Welfare	Animal Welfare	11. Report on Animal Welfare	For
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jocelyn Carter-Miller	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary J. Steele Guilfoile	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dawn Hudson	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David M. Thomas	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary Hromadko	Against
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher Paisley	Against
Equinix, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Peter Van Camp	Against
Equinix, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intrieri	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.10. Elect Management Nominee Director Francis A. deSouza	For
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.12. Elect Management Nominee Director John W. Thompson	For
JDE Peet's NV	25-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
JDE Peet's NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5.b. Elect Jeroen Katgert as Non-Executive Director	Against
JDE Peet's NV	25-May-23	Netherlands	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	7.c. Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Against
SBA Communications Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven E. Bernstein	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Isaka, Ryuichi	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Goto, Katsuhiro	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Yonemura, Toshiro	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Wada, Shinji	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Hachiuma, Fuminao	Against
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Proxy Contest	Elect Director (Dissident)	5.1. Elect Shareholder Director Nominee Natori, Katsuya	For
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Proxy Contest	Elect Director (Dissident)	5.2. Elect Shareholder Director Nominee Dene Rogers	For
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Proxy Contest	Elect Director (Dissident)	5.3. Elect Shareholder Director Nominee Ronald Gill	For
Seven & i Holdings Co., Ltd.	25-May-23	Japan	G	Director Election - Proxy Contest	Elect Director (Dissident)	5.4. Elect Shareholder Director Nominee Brittni Levinson	For
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David T. Seaton	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Steven M. Seibert	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
The Mosaic Company	25-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Mosaic Company	25-May-23	USA	E	Environmental - Climate	GHG Emissions	7. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For
Prudential Plc	25-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	24. Authorise Issue of Equity	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AEON Co., Ltd.	26-May-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Against
Carrefour SA	26-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Alexandre Bompard as Director	Against
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Carrefour SA	26-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Against
Carrefour SA	26-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16	Against
Carrefour SA	26-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Lowe's Companies, Inc.	26-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	GHG Emissions	A. Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	For
The Carlyle Group Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lawton W. Fitt	Withhold
The Carlyle Group Inc.	30-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
EQT AB	30-May-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13.a. Approve Remuneration of Directors in the Amount of EUR 295,800 for Chairman and EUR 134,640 for Other Directors; Approve Remuneration for Committee Work	Against
EQT AB	30-May-23	Sweden	G	Miscellaneous - Compensation-Related	Company-Specific Compensation-Related	13.b. Approve Transfer of Shares to Board Members	Against
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.a. Reelect Conni Jonsson as Director	Against
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.d. Reelect Johan Forssell as Director	Against
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.f. Reelect Gordon Orr as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EQT AB	30-May-23	Sweden	G	Director Election - Director Election	Elect Director	14.g. Reelect Marcus Wallenberg as Director	Against
EQT AB	30-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.h. Reelect Conni Jonsson as Board Chair	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22.a. Approve EQT Equity Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	22.b. Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	22.c. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	22.d. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	23.a. Approve EQT Option Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	23.b. Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	23.c. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
EQT AB	30-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	23.d. Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Against
Commerzbank AG	31-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Creation of EUR 438.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	Against
Commerzbank AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	11. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Bernd Toenjes to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Evonik Industries AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against
OMV AG	31-May-23	Austria	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.2. Revoke June 3, 2022, AGM Resolution Not to Grant Discharge of Management Board Member Rainer Seele for Fiscal Year 2021; Approve Discharge of Management Board Member Rainer Seele for Fiscal Year 2021	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HKT Trust and HKT Limited	31-May-23	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
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David A. Blau	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Eddy W. Hartenstein	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robin P. Hickenlooper	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gregory B. Maffei	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jonelle Procope	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Carl E. Vogel	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William R. McDermott	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey A. Miller	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ulta Beauty, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6. Approve Equity Plan Financing	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
Mowi ASA	01-Jun-23	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director David S. Regnery	Against
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Peek	Withhold
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director K. Ram Shriram	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
Alphabet Inc.	02-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	11. Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Alignment of YouTube Policies With Online Safety Regulations	For
Alphabet Inc.	02-Jun-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	18. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Hydro One Limited	02-Jun-23	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
HubSpot, Inc.	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan M. Bennett	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David T. Ching	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Amy B. Lane	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Carol Meyrowitz	Against
The TJX Companies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jackwyn L. Nemerov	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	For
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Risk from Supplier Misclassification of Supplier's Employees	For
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Pamela M. Arway	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John M. Nehra	Against
DaVita Inc.	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortive Corporation	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael Casey	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Joshua Bekenstein	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Gregory David	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Stephen Gunn	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Nicholas Nomicos	Against
Dollarama Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1J. Elect Director Huw Thomas	Against
Dollarama Inc.	07-Jun-23	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
Dollarama Inc.	07-Jun-23	Canada	E	Environmental - Climate	GHG Emissions	6. SP 3: Adopt Net Zero Targets in Alignment with the Paris Agreement	For
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stephen P. Casper	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.1. Elect Lee Ka-kit as Director	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.2. Elect David Li Kwok-po as Director	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Andrew Fung Hau-chung as Director	Against
The Hong Kong and China Gas Company Limited	07-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold
MercadoLibre, Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Worldline SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Against
Worldline SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	24. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Against
Allegion Plc	08-Jun-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5. Renew the Board's Authority to Issue Shares Under Irish Law	Against
Brookfield Corporation	09-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Executive Compensation Approach	Against
Brookfield Corporation	09-Jun-23	Canada	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve BNRE Restricted Stock Plan	Against
Brookfield Corporation	09-Jun-23	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	7. SP: Report on Tax Transparency	For
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Olivier Goudet	Against
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Roper Technologies, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard F. Wallman	Against
Roper Technologies, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Christopher Wright	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Daniel M. Dickinson	Against
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Caterpillar Inc.	14-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Target Corporation	14-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Binet	Withhold
Delta Air Lines, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director George N. Mattson	Against
Delta Air Lines, Inc.	15-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Delta Air Lines, Inc.	15-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	For
Generac Holdings Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Informa Plc	15-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Informa Plc	15-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Hankyu Hanshin Holdings, Inc.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sumi, Kazuo	Against
Tesco Plc	16-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Z Holdings Corp.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Idezawa, Takeshi	Against
Daiichi Sankyo Co., Ltd.	19-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Trust-Type Equity Compensation Plan	Against
DENSO Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kushida, Shigeki	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NTT DATA Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Homma, Yo	Against
SoftBank Corp.	20-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Miyakawa, Junichi	Against
Sony Group Corp.	20-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Stock Option Plan	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Adena T. Friedman	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael R. Splinter	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
eBay, Inc.	21-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For
KDDI Corp.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Tanaka, Takashi	Against
Komatsu Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Ohashi, Tetsuji	Against
Mitsui & Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yasunaga, Tatsuo	Against
Nippon Yusen KK	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Nagasawa, Hitoshi	Against
Rivian Automotive, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Rivian Automotive, Inc.	21-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	4. Adopt a Comprehensive Human Rights Policy	For
Sumitomo Chemical Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tokura, Masakazu	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stacy J. Smith	Against
Autodesk, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Yufeng (Miles) Sun	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Tadeu Carneiro	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Jinghe Chen	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director William Hayden	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Manfu Ma	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.8. Elect Director Peter G. Meredith	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Equity Incentive Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve/Amend Non-Employee Director Deferred Share Unit Plan	5. Amend Deferred Share Unit Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Compensation	Amend Terms of Outstanding Options	6. Approve Extension of Option Term	Against
Astellas Pharma, Inc.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Okamura, Naoki	Against
Nitori Holdings Co., Ltd.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Shirai, Toshiyuki	Against
OMRON Corp.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamada, Yoshihito	Against
ORIX Corp.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Akiyama, Sakie	Against
Sekisui Chemical Co., Ltd.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Koge, Teiji	Against
TDK Corp.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nakayama, Kozue	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Mark L. Perry	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director A. Brooke Seawell	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Stevens	Against
NVIDIA Corporation	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Kroger Co.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director W. Rodney McMullen	Against
The Kroger Co.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ronald L. Sargent	Against
The Kroger Co.	22-Jun-23	USA	E	Environmental - Pollution	Recycling	7. Report on Efforts to Reduce Plastic Use	For
The Kroger Co.	22-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Gender/Racial Pay Gap	For
Daifuku Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Geshiro, Hiroshi	Against
HIROSE ELECTRIC CO., LTD.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Ishii, Kazunori	Against
HOYA Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yoshihara, Hiroaki	Against
Hikari Tsushin, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shigeta, Yasumitsu	Against
Marubeni Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kokubu, Fumiya	Against
NIPPON STEEL CORP.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Hashimoto, Eiji	Against
Nintendo Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Furukawa, Shuntaro	Against
Nitto Denko Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takasaki, Hideo	Against
Nitto Denko Corp.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Tokuyasu, Shin	Against
Nitto Denko Corp.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Takayanagi, Toshihiko	Against
Nomura Real Estate Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kutsukake, Eiji	Against
Osaka Gas Co., Ltd.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Honjo, Takehiro	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director Matsushita, Isao	Against
Sysmex Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Asano, Kaoru	Against
West Japan Railway Co.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hasegawa, Kazuaki	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Caroline D. Dorsa	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric K. Rowinsky	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen A. Sherwin	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	5. Elect Director Susan K. Langer	Abstain
Fujitsu Ltd.	26-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Restricted Stock Plan	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Okuhara, Kazushige	Against
MS&AD Insurance Group Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Karasawa, Yasuyoshi	Against
Panasonic Holdings Corp.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tsuga, Kazuhiro	Against
Panasonic Holdings Corp.	26-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Restricted Stock Plan	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Scott Trevor Davis	Against
Dai-ichi Life Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Inagaki, Seiji	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
ANA HOLDINGS INC.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Katanozaka, Shinya	Against
Ajinomoto Co., Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nakayama, Joji	Against
Asahi Kasei Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kobori, Hideki	Against
Azbil Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Ito, Takeshi	Against
Kikkoman Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Fukui, Toshihiko	Against
Mazda Motor Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Shobuda, Kiyotaka	Against
Nomura Holdings, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ishimura, Kazuhiko	Against
ROHM Co., Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsumoto, Isao	Against
ROHM Co., Ltd.	27-Jun-23	Japan	G	Compensation - Compensation	Performance-Based and/or Time-Based Equity Awards	4. Approve Restricted Stock Plan	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sharp Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Po-Hsuan Wu	Against
Sharp Corp.	27-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan	Against
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tanaka, Shigeyoshi	Against
TOTO Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kitamura, Madoka	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Futagawa, Kazuo	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Shira Goodman	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mitchell D. Steenrod	Against
CarMax, Inc.	27-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorise Issue of Equity without Pre-emptive Rights	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Terumo Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Takagi, Toshiaki	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Katayama, Masanori	Against
Isuzu Motors Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Kawamura, Kanji	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Obayashi Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Obayashi, Takeo	Against
Obayashi Corp.	28-Jun-23	Japan	G	Non-Routine Business - Non-Routine Business	Approve Additional Income Allocation/Distribution	5. Approve Additional Special Dividend of JPY 12	For
Shimadzu Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Ueda, Teruhisa	Against
Sumitomo Electric Industries Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsumoto, Masayoshi	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ZOZO, Inc.	28-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	8. Approve Restricted Stock Plan	Against
DAIKIN INDUSTRIES Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Inoue, Noriyuki	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kitajima, Yoshinari	Against
Daiwa House Industry Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yoshii, Keiichi	Against
FANUC Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Inaba, Yoshiharu	Against
FUJIFILM Holdings Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Sukeno, Kenji	Against
Keio Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Komura, Yasushi	Against
Mitsubishi Estate Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Okamoto, Tsuyoshi	Against
Murata Manufacturing Co. Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Murata, Tsuneo	Against
Odakyu Electric Railway Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hoshino, Koji	Against
Odakyu Electric Railway Co., Ltd.	29-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Trust-Type Equity Compensation Plan	Against
Oriental Land Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director Takano, Yumiko	Against
Oriental Land Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.8. Elect Director Hanada, Tsutomu	Against
Shimizu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Miyamoto, Yoichi	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Fukui, Toshihiko	Against
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	4. Approve Stock Option Plan	Against
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Onodera, Kenichi	Against
Tokyu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nomoto, Hirofumi	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect David Hutchison as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
J Sainsbury Plc	06-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Burberry Group Plc	12-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon Durban	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
DCC Plc	13-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	4(b). Re-elect Mark Breuer as Director	Against
DCC Plc	13-Jul-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard T. Carucci	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Juliana L. Chugg	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Clarence Otis, Jr.	Withhold
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Richard C. Breeden	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Cynthia L. Feldmann	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Jacqueline B. Kosecoff	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
STERIS plc	27-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
STERIS plc	27-Jul-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Adopt Remuneration Report	Against
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Authorise Issue of Equity without Pre-emptive Rights	Against
James Hardie Industries Plc	03-Aug-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve the Remuneration Report	Against
James Hardie Industries Plc	03-Aug-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Renewal of Authority for Directors to Allot and Issue Shares	Against
James Hardie Industries Plc	03-Aug-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Renewal of Authority for Director to Issues Shares without Pre-emptive Rights	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey T. Huber	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Richard A. Simonson	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Luis A. Ubinas	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Andrew Wilson	Against
The J. M. Smucker Company	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alex Shumate	Against
The J. M. Smucker Company	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark T. Smucker	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Walker as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
Alimentation Couche-Tard Inc.	07-Sep-23	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
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorise Issue of Equity	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorise Issue of Equity without Pre-emptive Rights	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Gen Digital Inc.	12-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan B. Graf, Jr.	Withhold
NIKE, Inc.	12-Sep-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director T. Michael Nevens	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director George T. Shaheen	Against
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	15. Authorise Issue of Equity	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director P. Thomas Jenkins	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mark J. Barrenechea	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randy Fowlie	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gail E. Hamilton	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Stephen J. Sadler	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Michael Slaunwhite	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Katharine B. Stevenson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Deborah Weinstein	Against
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting	For
General Mills, Inc.	26-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey L. Harmening	Against
General Mills, Inc.	26-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Steve Odland	Against
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
General Mills, Inc.	26-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Pan Pacific International Holdings Corp.	27-Sep-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yoshida, Naoki	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles A. Blixt	Against
Singapore Exchange Limited	05-Oct-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin Mucci	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph G. Doody	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David J.S. Flaschen	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director B. Thomas Golisano	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Pamela A. Joseph	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Joseph M. Tucci	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Joseph M. Velli	Against
Paychex, Inc.	12-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	19. Authorise Issue of Equity	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerald S. Adolph	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melanie W. Barstad	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert E. Coletti	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Scott D. Farmer	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald W. Tysoe	Against
Cintas Corporation	24-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cintas Corporation	24-Oct-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Cintas Corporation	24-Oct-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.1. Elect Robert Ng Chee Siong as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.2. Elect Ronald Joseph Arculli as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.3. Elect Nikki Ng Mien Hua as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Adrian David Li Man-kiu as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2a. Elect Director Robert V. Baumgartner	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2b. Elect Director Julie L. Bushman	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2c. Elect Director John L. Higgins	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2f. Elect Director Roeland Nusse	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2h. Elect Director Randolph Steer	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Automatic Data Processing, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director John P. Jones	Against
Automatic Data Processing, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Carlos A. Rodriguez	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Leslie A. Brun	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard J. Daly	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lachlan K. Murdoch	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul D. Ryan	Against
Ferguson Plc	28-Nov-23	Jersey	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Authorise Issue of Equity	Against
Campbell Soup Company	29-Nov-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	For
Paylocity Holding Corporation	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jeffrey T. Diehl	Withhold
Paylocity Holding Corporation	30-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FAST RETAILING CO., LTD.	30-Nov-23	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Shintaku, Masaaki	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director John T. Redmond	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John F. Sorte	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Coloplast A/S	07-Dec-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Coloplast A/S	07-Dec-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.3. Amend Remuneration Policy	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
FactSet Research Systems Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robin A. Abrams	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Earl G. Graves, Jr.	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director William C. Rhodes, III	Against
AutoZone, Inc.	20-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Telenor ASA	26-Jan-23	Extraordinary Shareholders	Norway	1708398
ASX Limited	19-Oct-23	Annual	Australia	1709527
Brenntag SE	15-Jun-23	Annual	Germany	1710329
Woodside Energy Group Ltd.	28-Apr-23	Annual	Australia	1714503
QBE Insurance Group Limited	12-May-23	Annual	Australia	1715848
EBOS Group Limited	24-Oct-23	Annual	New Zealand	1717129
Gjensidige Forsikring ASA	23-Mar-23	Annual	Norway	1720330
Orkla ASA	13-Apr-23	Annual	Norway	1722053
SalMar ASA	08-Jun-23	Annual	Norway	1722107

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Santos Limited	06-Apr-23	Annual	Australia	1724130
DNB Bank ASA	25-Apr-23	Annual	Norway	1737628
State Street Corporation	17-May-23	Annual	USA	1740235
Norsk Hydro ASA	10-May-23	Annual	Norway	1744751
Telenor ASA	10-May-23	Annual	Norway	1746337
Transurban Group	19-Oct-23	Annual	Australia	1771935
REA Group Ltd	16-Nov-23	Annual	Australia	1781961
Lendlease Group	17-Nov-23	Annual	Australia	1782322
Seek Limited	15-Nov-23	Annual	Australia	1782604
Endeavour Group Ltd. (Australia)	31-Oct-23	Annual	Australia	1782766
Mirvac Group	16-Nov-23	Annual	Australia	1782768
Dexus	25-Oct-23	Annual	Australia	1782775
Vicinity Centres	01-Nov-23	Annual	Australia	1783227
Spark New Zealand Ltd.	03-Nov-23	Annual	New Zealand	1783231
IGO Ltd.	16-Nov-23	Annual	Australia	1787005
Pilbara Minerals Ltd.	23-Nov-23	Annual	Australia	1790991
ANZ Group Holdings Limited	21-Dec-23	Annual	Australia	1791270
Northern Star Resources Limited	16-Nov-23	Annual	Australia	1791281
Coles Group Limited	03-Nov-23	Annual	Australia	1791456
Sonic Healthcare Limited	16-Nov-23	Annual	Australia	1792553
APA Group	26-Oct-23	Annual	Australia	1792718
Ramsay Health Care Limited	28-Nov-23	Annual	Australia	1796135
Computershare Limited	15-Nov-23	Annual	Australia	1796391
Mineral Resources Limited	16-Nov-23	Annual	Australia	1797172
Bluescope Steel Limited	21-Nov-23	Annual	Australia	1797670
Fortescue Metals Group Ltd.	21-Nov-23	Annual	Australia	1798510
Orica Ltd.	13-Dec-23	Annual	Australia	1803755