

Board Statistics Report



Parameters Used:

Location(s): BI Management A/S
 Account Group(s): All account groups
 Institution Account(s): AL Invest, Udenlandske Aktier, Etik
 Custodian Account(s): All custodian accounts
 Reporting Period: 01/01/2024 to 06/30/2024

Meeting Overview

Category	Number	Percentage
Number of votable meetings	367	
Number of meetings voted	342	93.19%
Number of meetings with at least 1 vote Against, Withhold or Abstain	157	42.78%

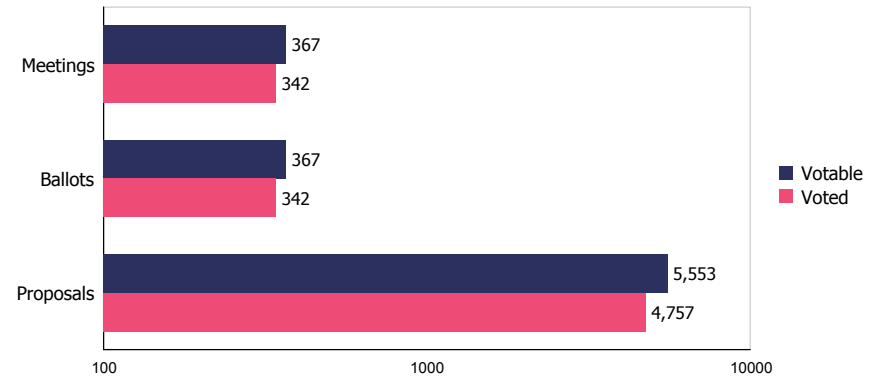
Ballot Overview

Category	Number	Percentage
Number of votable ballots	367	
Number of ballots voted	342	93.19%

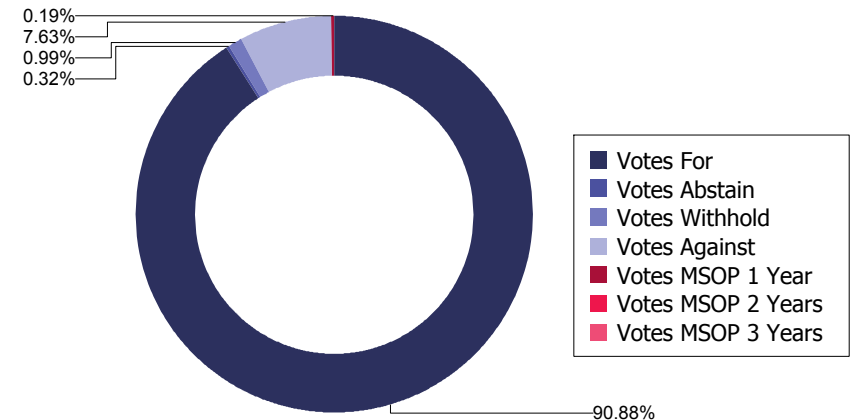
Proposal Overview

Category	Number	Percentage
Number of votable items	5,553	
Number of items voted	4,757	85.67%
Number of votes FOR	4,323	90.88%
Number of votes AGAINST	363	7.63%
Number of votes ABSTAIN	15	0.32%
Number of votes WITHHOLD	47	0.99%
Number of votes on MSOP Frequency 1 Year	9	0.19%
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	4,755	99.96%
Number of votes Against Policy	2	0.04%
Number of votes With Mgmt	4,419	92.89%
Number of votes Against Mgmt	338	7.11%
Number of votes on MSOP (exclude frequency)	306	6.43%
Number of votes on Shareholder Proposals	269	5.65%

Voting Statistics

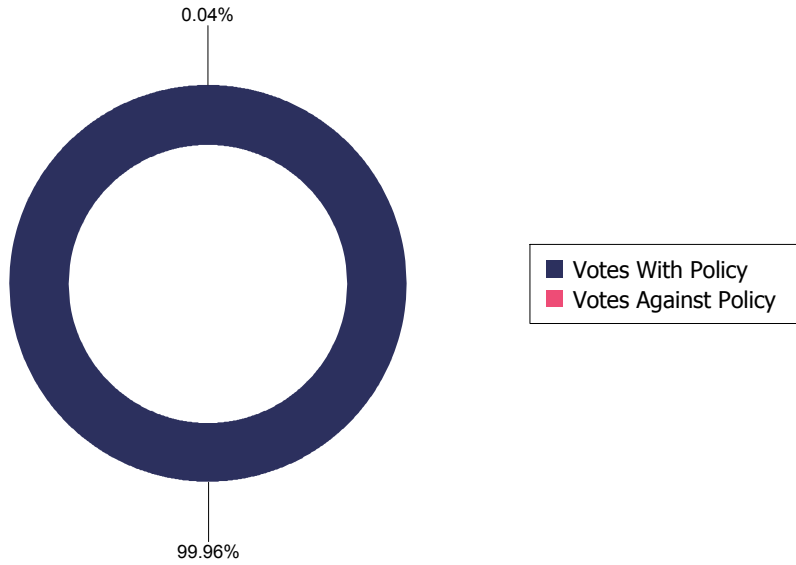


Vote Cast Statistics

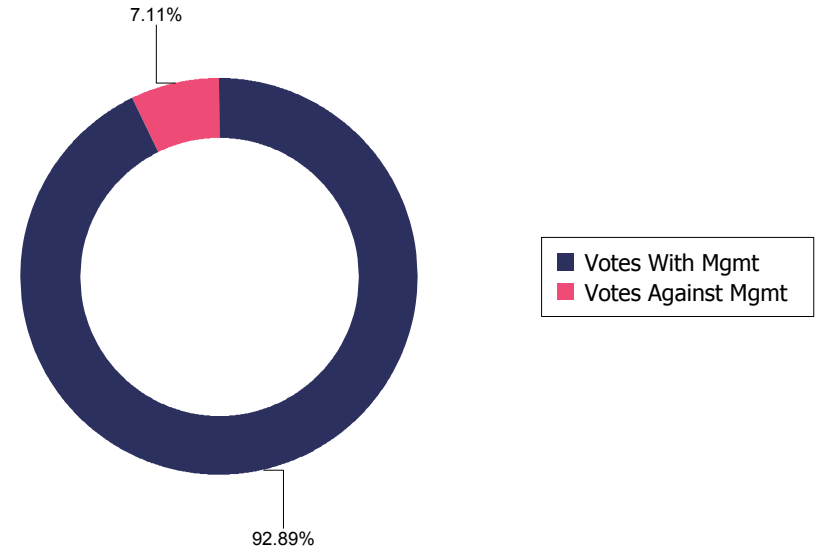


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy



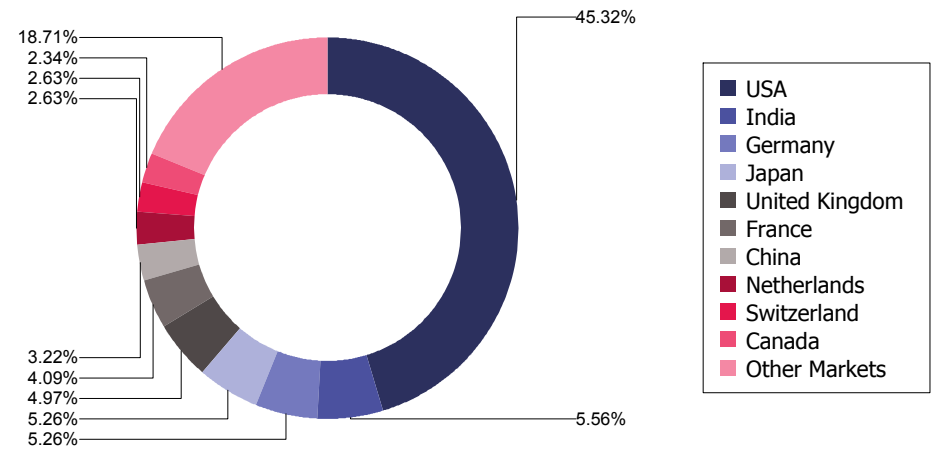
Vote Alignment with Management



Market Breakdown

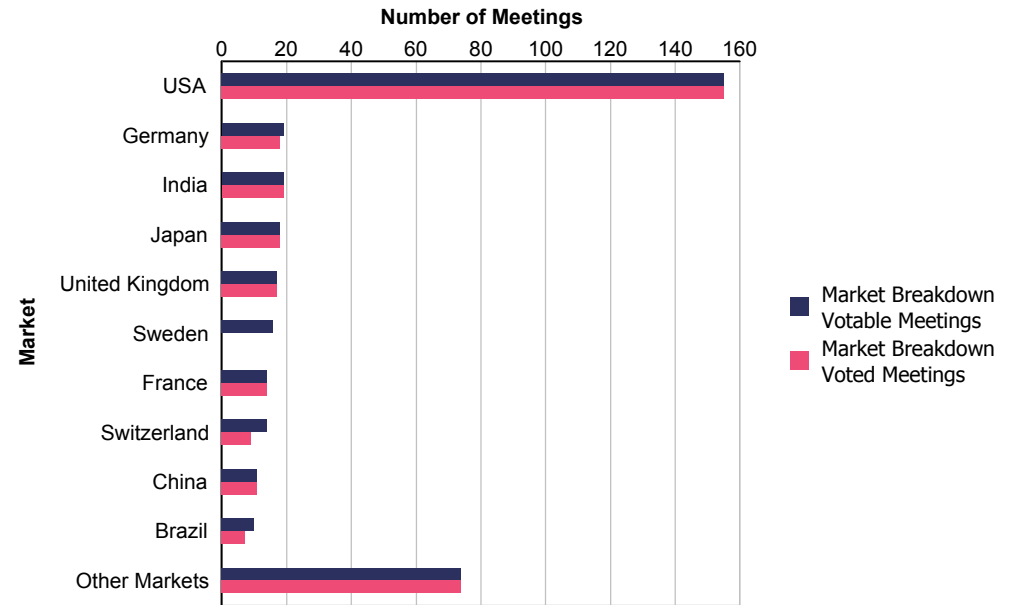
Market	Votable Meetings	Voted Meetings	Percentage
USA	155	155	100.00%
Germany	19	18	94.74%
India	19	19	100.00%
Japan	18	18	100.00%
United Kingdom	17	17	100.00%
Sweden	16	0	0.00%
France	14	14	100.00%
Switzerland	14	9	64.29%
China	11	11	100.00%
Brazil	10	7	70.00%
Netherlands	9	9	100.00%
Canada	8	8	100.00%
Belgium	7	7	100.00%
South Korea	7	7	100.00%
Spain	7	7	100.00%
Taiwan	6	6	100.00%
Italy	5	5	100.00%
Cayman Islands	4	4	100.00%
Bermuda	3	3	100.00%
Denmark	3	3	100.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Turkey	3	3	100.00%
Austria	2	2	100.00%
Finland	2	2	100.00%
Jersey	2	2	100.00%
Australia	1	1	100.00%
Hong Kong	1	1	100.00%
Ireland	1	1	100.00%
Luxembourg	1	1	100.00%
Poland	1	1	100.00%
Singapore	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
Micron Technology, Inc.	18-Jan-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Costco Wholesale Corporation	18-Jan-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against
Super Micro Computer, Inc.	22-Jan-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Visa Inc.	23-Jan-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Air Products and Chemicals, Inc.	25-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John Y. Kim	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Karen M. King	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John W. Thiel	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Seth H. Waugh	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Geoffrey Y. Yang	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Apple Inc.	28-Feb-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Apple Inc.	28-Feb-24	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Standards and Procedures to Curate App Content	Against
Apple Inc.	28-Feb-24	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.a. Reelect Matti Alahuhta 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
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.d. Reelect Antti Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Shares and Options without Preemptive Rights	Against
Applied Materials, Inc.	07-Mar-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	Against
Applied Materials, Inc.	07-Mar-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	Against
Bajaj Finance Limited	19-Mar-24	India	G	Director Election - Director Election	Elect Director	3. Reelect Anami N Roy as Director	Against
Bajaj Finance Limited	19-Mar-24	India	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Extension of Benefits and Grant of Options Under the Employee Stock Option Scheme, 2009 to the Employees of Holding / Subsidiary Companies of the Company	Against
Banco Santander SA	21-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.A. Approve Remuneration Policy	Against
Akbank TAS	22-Mar-24	Turkey	G	Director Election - Director Election	Elect Director	5. Ratify Director Appointment	Against
Akbank TAS	22-Mar-24	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Elect Directors	Against
Akbank TAS	22-Mar-24	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	10. Approve Director Remuneration	Against
Akbank TAS	22-Mar-24	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	13. Approve Upper Limit of Donations for 2024	Against
Sk Ie Technology Co., Ltd.	26-Mar-24	South Korea	G	Director Election - Director Election	Elect Director	2. Elect Ryu Jin-suk as Non-Independent Non-Executive Director	Against
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Company Articles 6 and 4	Against
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8. Approve Director Remuneration	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	13. Approve Upper Limit of Donations 2024 and Receive Information on Donations Made in 2023	Against
SBI Life Insurance Company Limited	30-Mar-24	India	G	Director Election - Director Election	Elect Director	1. Elect Ashwini Kumar Tewari as Director	Against
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.2. Elect Management Nominee Director Maria Elena Lagomasino	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Craig Hatkoff	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jessica Schell	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.3. Elect Dissident Nominee Director Leah Solivan	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
The Walt Disney Company	03-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Gender-Based Compensation and Benefits Inequities	Against
The Walt Disney Company	03-Apr-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Charitable Contributions	Against
The Walt Disney Company	03-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	10. Advisory Vote on Board Size and Related Vacancies	Against
Varun Beverages Limited	03-Apr-24	India	G	Director Election - Director Election	Elect Director	3. Reelect Raj Gandhi as Director	Against
Varun Beverages Limited	03-Apr-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	4. Approve Reappointment and Remuneration of Varun Jaipuria as Whole-Time Director (designated as Executive Vice Chairman)	Against
Varun Beverages Limited	03-Apr-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	5. Approve Reappointment and Remuneration of Rajinder Jeet Singh Bagga as Whole-Time Director	Against
Varun Beverages Limited	03-Apr-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	6. Approve Reappointment and Remuneration of Raj Gandhi as Whole-Time Director	Against
Varun Beverages Limited	03-Apr-24	India	G	Director Election - Director Election	Elect Director	7. Elect Naresh Trehan as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.H. Reelect Antonio Sarmiento Gomes Mota 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
The Bank of New York Mellon Corporation	09-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
The Bank of Nova Scotia	09-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. SP 1: Report on Impact of Oil and Gas Divestment	Against
The Bank of Nova Scotia	09-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	5. SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	Against
The Bank of Nova Scotia	09-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stuart Miller	Against
Lennar Corporation	10-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	1. SP 1: Disclose Clean Energy to Fossil Fuel Financing Ratios	Against
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	2. SP 2: Report on Impact of Oil and Gas Divestment	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	3. SP 3: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	5. SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	Against
Royal Bank of Canada	11-Apr-24	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	6. SP 6: Report on Loans Made by the Bank in Support of the Circular Economy	Against
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	7. SP 7: Advisory Vote on Environmental Policies	Against
Adecco Group AG	11-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UniCredit SpA	12-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
IQVIA Holdings Inc.	16-Apr-24	USA	S	Social - Political Spending	Political Contributions Disclosure	3. Report on Political Contributions and Expenditures	Against
Bank of Montreal	16-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	5. SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	Against
Bank of Montreal	16-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	Against
Bank of Montreal	16-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. SP 4: Report on Impact of Oil and Gas Divestment	Against
Bank of Montreal	16-Apr-24	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
Adobe Inc.	17-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against
Adobe Inc.	17-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Wolfgang Herz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Frederic Pflanz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Reinhard Poellath to the Supervisory Board	Against
Prysmian SpA	18-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Strategic Transactions - Corporate Transactions/Reorganiz ations	Approve Loan Agreement	9. Approve Application of Credit Lines	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Strategic Transactions - Corporate Transactions/Reorganiz ations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Estimated Amount of Guarantees	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	15.1. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15.2. Amend Related-Party Transaction Management System	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15.3. Amend Entrusted Asset Management System	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15.4. Amend Management System of Raised Funds	Against
Broadcom Inc.	22-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hypera SA	23-Apr-24	Brazil	G	Director Related - Board Related	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	3. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
Truist Financial Corporation	23-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7.1. Slate Submitted by Central Tower Holding Company BV	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7.2. Slate Submitted by Daphne 3 SpA	Against
The Goldman Sachs Group, Inc.	24-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Efforts to Prevent Discrimination	Against
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E	Environmental - Other	Community -Environment Impact	7. Issue Environmental Justice Report	Against
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	9. Review Proxy Voting Record and Policies Related to Climate Change and Diversity	Against
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	10. Restrict spending on climate change-related analysis or actions	Against
Bank of America Corporation	24-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Bank of America Corporation	24-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of America Corporation	24-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	8. Provide Right to Act by Written Consent	Against
Bank of America Corporation	24-Apr-24	USA	S	Social - Human Capital Management	Report on Pay Disparity	10. Improve Executive Compensation Program and Policy	Against
The Cigna Group	24-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Texas Instruments Incorporated	25-Apr-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	Against
Edison International	25-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Pfizer Inc.	25-Apr-24	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Stated Values and Priorities	Against
Pfizer Inc.	25-Apr-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Corporate Contributions	Against
HCA Healthcare, Inc.	25-Apr-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Risks Regarding Patients' Right to Access Abortions in Emergencies	Against
HCA Healthcare, Inc.	25-Apr-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	6. Report on Patient Feedback Regarding Quality Care	Against
HCA Healthcare, Inc.	25-Apr-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	7. Report on Maternal Health Outcomes	Against
Metso Corp.	25-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
La Francaise des Jeux SA	25-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Stephane Pallez as Director	Against
Bouygues SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO and Vice-CEOs	Against
Bouygues SA	25-Apr-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	25-Apr-24	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	2. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Directors	Against
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Related - Board Related	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	4. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Related - Board Related	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the Slate? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	5. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.1. Percentage of Votes to Be Assigned - Elect Candido Pinheiro Koren de Lima as Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.2. Percentage of Votes to Be Assigned - Elect Candido Pinheiro Koren de Lima Junior as Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.3. Percentage of Votes to Be Assigned - Elect Jorge Fontoura Pinheiro Koren de Lima as Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.4. Percentage of Votes to Be Assigned - Elect Carlos Augusto Leone Piani as Independent Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.5. Percentage of Votes to Be Assigned - Elect Jose Luis Camargo Junior as Independent Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.6. Percentage of Votes to Be Assigned - Elect Alberto Serrentino as Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.7. Percentage of Votes to Be Assigned - Elect Nicola Calicchio Neto as Independent Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.8. Percentage of Votes to Be Assigned - Elect Maria Paula Soares Aranha as Independent Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.9. Percentage of Votes to Be Assigned - Elect Mauricio Fernandes Teixeira as Director	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Related - Board Related	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	7. As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	8. Elect Candido Pinheiro Koren de Lima as Board Chairman	Against
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Related - Board Related	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	14. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	11. Elect Francesco Milleri as Director	Against
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Ingrid Hengster as Supervisory Board Member	Against
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Eva Eberhartinger as Supervisory Board Member	Against
International Business Machines Corporation	30-Apr-24	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
The Coca-Cola Company	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thomas S. Gayner	Against
The Coca-Cola Company	01-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Coca-Cola Company	01-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	7. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against
The Coca-Cola Company	01-May-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	8. Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Against
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Victor E. Bell, III	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director H. Lee Durham, Jr.	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Robert E. Mason, IV	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert T. Newcomb	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	4. Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	Against
PepsiCo, Inc.	01-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
PepsiCo, Inc.	01-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Gender-Based Compensation and Benefits Inequities	Against
PepsiCo, Inc.	01-May-24	USA	G	Director Related - Board Related	Amend Articles/Bylaws/Charter - Removal of Directors	7. Amend Bylaws to Adopt a Director Election Resignation	Against
PepsiCo, Inc.	01-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	8. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against
PepsiCo, Inc.	01-May-24	USA	E	Environmental - Other	Community -Environment Impact	9. Report on Risks Related to Biodiversity and Nature Loss	Against
PepsiCo, Inc.	01-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	10. Report on Third-Party Racial Equity Audit	Against
PepsiCo, Inc.	01-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	11. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
PepsiCo, Inc.	01-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Issue Transparency Report on Global Public Policy and Political Influence	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Mike Craston as Director (WITHDRAWN)	Abstain
Ecolab Inc.	02-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HSBC Holdings Plc	03-May-24	United Kingdom	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	17. Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	Against
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	GHG Emissions	3. Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	Against
Berkshire Hathaway Inc.	04-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Railroad Safety Committee	Against
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	Against
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robert Langer	Against
Eli Lilly and Company	06-May-24	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	Against
Eli Lilly and Company	06-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	9. Adopt a Comprehensive Human Rights Policy	Against
American Express Company	06-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Company's Policy on Merchant Category Codes	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Herbert Haas to the Supervisory Board	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Torsten Leue to the Supervisory Board	Against
IDEX Corporation	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intel Corporation	07-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Establish Board Committee on Corporate Financial Sustainability	Against
Intel Corporation	07-May-24	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	5. Report on Opposing State Abortion Regulation	Against
Intel Corporation	07-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Bristol-Myers Squibb Company	07-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director A. Shane Sanders	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Raymond C. Stevens	Against
Danaher Corporation	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against
CSX Corporation	08-May-24	USA	G	Director Related - Board Related	Establish Other Governance Board Committee	4. Establish Railroad Safety Committee	Against
Lonza Group AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Rational AG	08-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Johannes Wuerbser to the Supervisory Board	Against
Rational AG	08-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Christoph Lintz to the Supervisory Board	Against
United Rentals, Inc.	09-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
China Medical System Holdings Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Medical System Holdings Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Activities and Action	4. Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	09-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	8. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Verizon Communications Inc.	09-May-24	USA	E	Environmental - Other	Community -Environment Impact	9. Report on Lead-Sheathed Cables	Against
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Spending Congruency	10. Report on Congruency of Political Spending with Company Values and Priorities	Against
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert G. Goldstein	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick Dumont	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Irwin Chafetz	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Micheline Chau	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles D. Forman	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Lewis Kramer	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	09-May-24	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	4. SP 1: Disclose the Corporation's Scope 1-3 Financed Emissions Annually	Against
Power Corporation of Canada	09-May-24	Canada	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	5. SP 2: Approve Incentive Compensation for All Employees Based on ESG Targets	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Related - Board Related	Company-Specific Board-Related	7. SP 4: Disclose Language Fluency of Executives	Against
Power Corporation of Canada	09-May-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	8. SP 5: Advisory Vote on Environmental Policies	Against
ACS Actividades de Construccion y Servicios SA	09-May-24	Spain	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6. Amend Article 12	Against
ACS Actividades de Construccion y Servicios SA	09-May-24	Spain	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	7. Amend Article 7 of General Meeting Regulations	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ACS Actividades de Construccion y Servicios SA	09-May-24	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	10. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Share Plan Grant to CEO Patrick W. Smith	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Colgate-Palmolive Company	10-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	Against
The Progressive Corporation	10-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
TERNA Rete Elettrica Nazionale SpA	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Against
Cummins Inc.	14-May-24	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	15. Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	Against
IMCD NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Prudential Financial, Inc.	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Elevance Health, Inc.	15-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Travelers Companies, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Travelers Companies, Inc.	15-May-24	USA	E	Environmental - Climate	GHG Emissions	4. Report on Methane Emissions	Against
The Travelers Companies, Inc.	15-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	5. Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	Against
The Travelers Companies, Inc.	15-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Report on Human Rights Risk in Underwriting	Against
The Travelers Companies, Inc.	15-May-24	USA	S	Social - Human Capital Management	Report on Pay Disparity	7. Consider Pay Disparity Between CEO and Other Employees	Against
Arkema SA	15-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Thierry Le Henaff as Director	Against
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dino Chiesa	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Arun Nayar	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Paolo Notarnicola	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jessica McDonald	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
American International Group, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American International Group, Inc.	15-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Adopt Director Election Resignation Bylaw	Against
Bank of Baroda	15-May-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	2. Approve Appointment and Remuneration of Sanjay Vinayak Mudaliar as Executive Director	Against
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.1. Elect Sanjay Kapoor as Director	Against
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.2. Elect Suresh Chand Garg as Director	Against
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.3. Elect Kartar Singh Chauhan 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
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.4. Elect Ravindran Menon as Director	Against
Cipla Limited	16-May-24	India	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2. Approve Payment of One-Time Long-Term Incentive to Umang Vohra as Managing Director and Global Chief Executive Officer	Against
CVS Health Corporation	16-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	5. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	Against
CVS Health Corporation	16-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Adopt Director Election Resignation Bylaw	Against
CVS Health Corporation	16-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
CVS Health Corporation	16-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	8. Adopt Policy to Require Director Allocation of Hours Disclosure	Against
Cboe Global Markets, Inc.	16-May-24	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	4. Provide Right to Call Special Meeting	Against
Otis Worldwide Corporation	16-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Adopt Policy on Improved Majority Voting for Election of Directors	Against
The Home Depot, Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against
The Home Depot, Inc.	16-May-24	USA	S	Social - Political Spending	Political Spending Congruency	5. Report on Political Spending Congruency	Against
The Home Depot, Inc.	16-May-24	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Corporate Contributions	Against
The Home Depot, Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Civil Rights and Non-Discrimination Audit	Against
The Home Depot, Inc.	16-May-24	USA	E	Environmental - Other	Community -Environment Impact	8. Disclose a Biodiversity Impact and Dependency Assessment	Against
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chubb Limited	16-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Transact Other Business	Against
AT&T Inc.	16-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	Against
AT&T Inc.	16-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	Against
AT&T Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Respecting Workforce Civil Liberties	Against
Intercontinental Exchange, Inc.	17-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	Against
JPMorgan Chase & Co.	21-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Impacts of JPMC's Climate Transition Policies	Against
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	8. Review Proxy Voting Record and Policies Related to Climate Change and Diversity	Against
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	9. Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	Against
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	11. Report on Civil Rights and Non-Discrimination Audit	Against
Zoetis Inc.	22-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Adopt Policy on Improved Majority Voting for Election of Directors	Against
Boston Properties, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote Requirement	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	9. Reelect Olivier Auffray as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	10. Reelect Nicole Gourmelon as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Louis Tercinier as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MTR Corporation Limited	22-May-24	Hong Kong	G	Director Election - Director Election	Elect Director	3a. Elect Christopher Hui Ching-yu as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	23. Approve Waiver of Rule 9 of the Takeover Code	Against
Partners Group Holding AG	22-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Fredric G. Reynolds	Against
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andrea Wishom	Against
Pinterest, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Budimex SA	23-May-24	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11.9. Approve Remuneration Report	Against
Budimex SA	23-May-24	Poland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11.11. Approve Remuneration Policy	Against
Republic Services, Inc.	23-May-24	USA	E, S	E&S Blended - Climate	Report on "Just Transition"	4. Report on "Just Transition"	Against
The Charles Schwab Corporation	23-May-24	USA	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	4. Improve Executive Compensation Program and Policy	Against
The Charles Schwab Corporation	23-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
SEB SA	23-May-24	France	G	Director Election - Director Election	Elect Director	4. Reelect Thierry de La Tour d'Artaise as Director	Against
SEB SA	23-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Venelle Investissement as Director	Against
SEB SA	23-May-24	France	G	Director Election - Director Election	Elect Director	7. Elect Francois Mirallie as Director	Against
SEB SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Thierry de La Tour d'Artaise, Chairman of the Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SEB SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Stanislas De Gramont, CEO	Against
SEB SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
SEB SA	23-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
SEB SA	23-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Pascal Girardot as Director	Against
SEB SA	23-May-24	France	G	Director Related - Board Related	Establish Mandatory Retirement Age for Directors	B. Amend Article 17 of Bylaws Re: Age Limit of Directors	Against
SEB SA	23-May-24	France	G	Director Related - Board Related	Establish Mandatory Retirement Age for Directors	C. Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Caroline Levy	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Cheryl Miller	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Joyce Russell	Against
Merck & Co., Inc.	28-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Disclose a Government Censorship Transparency Report	Against
Merck & Co., Inc.	28-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Civil Rights and Non-Discrimination Audit	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Issuing of Letter of Guarantee	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	12.1. Approve Amendments to Articles of Association	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	12.2. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12.3. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12.4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12.5. Amend Working System for Independent Directors	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12.6. Amend Information Disclosure Management System	Against
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Anthony P. Lee	Withhold
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrea Wong	Withhold
Delta Electronics, Inc.	30-May-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.8. Elect Audrey Tseng with SHAREHOLDER NO.A220289XXX as Independent Director	Against
D'Ieteren Group	30-May-24	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
D'Ieteren Group	30-May-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	30-May-24	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1.3. Amend Article 8bis of the Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	2. Approve Coordination of Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	3. Authorize Implementation of Approved Resolutions	Against
D'Ieteren Group	30-May-24	Belgium	G	Director Election - Director Election	Elect Director	5. Reelect Nicolas D'Ieteren as Director	Against
Ferguson Plc	30-May-24	Jersey	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	2.D. Provide Right to Call a Special Meeting	Against
Ferguson Plc	30-May-24	Jersey	G	Capitalization - Capital Structure Related	Authorize New Class of Preferred Stock	2.G. Authorize New Class of Preferred Stock	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Adopt 2024 Share Option Scheme, Scheme Mandate Limit and Service Provider Sublimit and Related Transactions	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard W. Fisher	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Gould	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kenneth W. Lowe	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Establish a Board Committee on Corporate Financial Sustainability	Against
Watsco, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Barry S. Logan	Against
Watsco, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda M. Griego	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Judith A. McHale	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Charles E. Phillips, Jr.	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Shari E. Redstone	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Susan Schuman	Against
Paramount Global	04-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
The TJX Companies, Inc.	04-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	4. Report on Effectiveness of Social Compliance Efforts in Supply Chain	Against
Booking Holdings Inc.	04-Jun-24	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	5. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
Fortive Corporation	04-Jun-24	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	5. Amend Bylaw Regarding Stockholder Approval of Director Compensation	Against
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Angela Ahrendts	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Chenault	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Walmart Inc.	05-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Establish a Company Compensation Policy of Paying a Living Wage	Against
Walmart Inc.	05-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on a Civil Rights and Non-Discrimination Audit	Against
Walmart Inc.	05-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Establish a Board Committee on Corporate Financial Sustainability	Against
Beijing Enterprises Water Group Limited	05-Jun-24	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Beijing Enterprises Water Group Limited	05-Jun-24	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
lululemon athletica inc.	06-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Report on Risks from Company's Use of Animal-Derived Materials	Against
Roku, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ravi Ahuja	Withhold
Roku, Inc.	06-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Roku, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	06-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Establish Committee on Corporate Sustainability	Against
Netflix, Inc.	06-Jun-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Director Election Resignation Bylaw	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Amend Code of Ethics and Report on Board Compliance with the Amended Code	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	07-Jun-24	USA	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	3. Amend Bylaw regarding Stockholder Approval of Director Compensation	Against
Alphabet Inc.	07-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Alphabet Inc.	07-Jun-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Electromagnetic Radiation and Wireless Technologies Risks	Against
Alphabet Inc.	07-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	Against
Alphabet Inc.	07-Jun-24	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Risk in Retirement Plan Options	Against
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Reproductive Healthcare Misinformation Risks	Against
Alphabet Inc.	07-Jun-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	11. Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	Against
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
Keurig Dr Pepper Inc.	10-Jun-24	USA	E	Environmental - Pollution	Recycling	4. Report on Efforts to Reduce Plastic Use	Against
Best Buy Co., Inc.	12-Jun-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.4. Elect KUO, HSU-KUANG with SHAREHOLDER NO.99 as Non-independent Director	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.5. Elect LIAO, CHUNG-KENG (Liao, Chun-Keng) with SHAREHOLDER NO.492 as Non-independent Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.6. Elect HUNG, YU-SHENG with SHAREHOLDER NO.11864 as Non-independent Director	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.7. Elect CHEN, TE-LING with SHAREHOLDER NO.87186 as Non-independent Director	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.8. Elect LI, CHAO-MING with SHAREHOLDER NO.84920 as Non-independent Director	Against
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian Armstrong	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frederick Ernest Ehram, III	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kelly A. Kramer	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gokul Rajaram	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Fred Wilson	Withhold
Regeneron Pharmaceuticals, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Arthur F. Ryan	Against
Yadea Group Holdings Ltd.	17-Jun-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yadea Group Holdings Ltd.	17-Jun-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Yadea Group Holdings Ltd.	17-Jun-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	6. Adopt New Share Option Scheme and Scheme Mandate Limit	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	3. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	4. Amend Rules of Procedures of General Meetings	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Financial Budget Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve Provision of Guarantees for Its Potential Credit Facility and Related Transactions	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	16. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	17. Amend Rules of Procedures of General Meetings	Against
Mastercard Incorporated	18-Jun-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Director Election Resignation Bylaw	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	7. Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against
Mastercard Incorporated	18-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Gender-Based Compensation and Benefits Inequities	Against
MetLife, Inc.	18-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Conduct and Report a Third-Party Racial Equity Audit	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.2. Elect Roger Rabalais to the Supervisory Board	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.3. Elect Martin Enderle to the Supervisory Board	Against
Acciona SA	19-Jun-24	Spain	G	Director Election - Director Election	Elect Director	2.1. Reelect Jose Manuel Entrecanales Domecq as Director	Against
Acciona SA	19-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel Dines	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philippe Botteri	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Laela Sturdy	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Huatai Securities Co., Ltd.	20-Jun-24	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	9. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Internal Control Auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration	Against
China Three Gorges Renewables (Group) Co., Ltd.	21-Jun-24	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	8. Approve Investment Plan and Financial Budget	Against
China Three Gorges Renewables (Group) Co., Ltd.	21-Jun-24	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Bond Financing Plan	Against
China Three Gorges Renewables (Group) Co., Ltd.	21-Jun-24	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Related Party Transaction	Against
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against
Allegro.eu SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Revised Remuneration Policy	Against
Keisei Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Teshima, Tsuneaki	Against
Koito Manufacturing Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Yamaguchi, Hidemi	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	23. Amend Articles of Association	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Salesforce, Inc.	27-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Viewpoint Discrimination	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Kroger Co.	27-Jun-24	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	4. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against
The Kroger Co.	27-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	5. Report on Charitable Contributions	Against
The Kroger Co.	27-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Establish a Company Compensation Policy of Paying a Living Wage	Against
The Kroger Co.	27-Jun-24	USA	E, S	E&S Blended - Climate	Report on "Just Transition"	7. Report on "Just Transition"	Against
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	4. Report on Charitable Contributions	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	For
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Super Micro Computer, Inc.	22-Jan-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Jabil Inc.	25-Jan-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Air Products and Chemicals, Inc.	25-Jan-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John Y. Kim	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Karen M. King	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John W. Thiel	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Seth H. Waugh	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Geoffrey Y. Yang	Against
Franklin Resources, Inc.	06-Feb-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Apple Inc.	28-Feb-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	28-Feb-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Use of Artificial Intelligence	For
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.d. Reelect Antti Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Shares and Options without Preemptive Rights	Against
Bajaj Finance Limited	19-Mar-24	India	G	Director Election - Director Election	Elect Director	3. Reelect Anami N Roy as Director	Against
Bajaj Finance Limited	19-Mar-24	India	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Extension of Benefits and Grant of Options Under the Employee Stock Option Scheme, 2009 to the Employees of Holding / Subsidiary Companies of the Company	Against
Banco Santander SA	21-Mar-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.A. Approve Remuneration Policy	Against
Akbank TAS	22-Mar-24	Turkey	G	Director Election - Director Election	Elect Director	5. Ratify Director Appointment	Against
Akbank TAS	22-Mar-24	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Elect Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Akbank TAS	22-Mar-24	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	10. Approve Director Remuneration	Against
Akbank TAS	22-Mar-24	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	13. Approve Upper Limit of Donations for 2024	Against
Sk Ie Technology Co., Ltd.	26-Mar-24	South Korea	G	Director Election - Director Election	Elect Director	2. Elect Ryu Jin-suk as Non-Independent Non-Executive Director	Against
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Company Articles 6 and 4	Against
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8. Approve Director Remuneration	Against
Yapi ve Kredi Bankasi AS	29-Mar-24	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	13. Approve Upper Limit of Donations 2024 and Receive Information on Donations Made in 2023	Against
SBI Life Insurance Company Limited	30-Mar-24	India	G	Director Election - Director Election	Elect Director	1. Elect Ashwini Kumar Tewari as Director	Against
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.1. Elect Management Nominee Director Michael B.G. Froman	For
The Walt Disney Company	03-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Varun Beverages Limited	03-Apr-24	India	G	Director Election - Director Election	Elect Director	3. Reelect Raj Gandhi as Director	Against
Varun Beverages Limited	03-Apr-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	4. Approve Reappointment and Remuneration of Varun Jaipuria as Whole-Time Director (designated as Executive Vice Chairman)	Against
Varun Beverages Limited	03-Apr-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	5. Approve Reappointment and Remuneration of Rajinder Jeet Singh Bagga as Whole-Time Director	Against
Varun Beverages Limited	03-Apr-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	6. Approve Reappointment and Remuneration of Raj Gandhi as Whole-Time Director	Against
Varun Beverages Limited	03-Apr-24	India	G	Director Election - Director Election	Elect Director	7. Elect Naresh Trehan as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.H. Reelect Antonio Sarmento Gomes Mota as Director	Against
The Bank of New York Mellon Corporation	09-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stuart Miller	Against
Lennar Corporation	10-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lennar Corporation	10-Apr-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions	For
Lennar Corporation	10-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Lennar Corporation	10-Apr-24	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Change	For
Royal Bank of Canada	11-Apr-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	4. SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
Adecco Group AG	11-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Bank of Montreal	16-Apr-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	4. SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
Moody's Corporation	16-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Sherwin-Williams Company	17-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	For
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Wolfgang Herz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Frederic Pflanz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Reinhard Poellath to the Supervisory Board	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Strategic Transactions - Corporate Transactions/Reorganizati ons	Approve Loan Agreement	9. Approve Application of Credit Lines	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Strategic Transactions - Corporate Transactions/Reorganizati ons	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Estimated Amount of Guarantees	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	15.1. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15.2. Amend Related-Party Transaction Management System	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15.3. Amend Entrusted Asset Management System	Against
Contemporary Amperex Technology Co., Ltd.	19-Apr-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15.4. Amend Management System of Raised Funds	Against
Broadcom Inc.	22-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Truist Financial Corporation	23-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	8. Report on Clean Energy Supply Financing Ratio	For
The Goldman Sachs Group, Inc.	24-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	11. Report on Pay Equity	For
Bank of America Corporation	24-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Bank of America Corporation	24-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Bank of America Corporation	24-Apr-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	7. Report on Clean Energy Supply Financing Ratio	For
Bank of America Corporation	24-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	9. Require Independent Board Chair	For
The Cigna Group	24-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Texas Instruments Incorporated	25-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Metso Corp.	25-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
La Francaise des Jeux SA	25-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Stephane Pallez as Director	Against
Intuitive Surgical, Inc.	25-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Gender/Racial Pay Gap	For
Bouygues SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO and Vice-CEOs	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	25-Apr-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	25-Apr-24	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3. Elect Directors	Against
Hapvida Participacoes e Investimentos SA	30-Apr-24	Brazil	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	8. Elect Candido Pinheiro Koren de Lima as Board Chairman	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	11. Elect Francesco Milleri as Director	Against
PACCAR Inc	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
PACCAR Inc	30-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Ingrid Hengster as Supervisory Board Member	Against
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Eva Eberhartinger as Supervisory Board Member	Against
International Business Machines Corporation	30-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
International Business Machines Corporation	30-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Provide Right to Act by Written Consent	For
International Business Machines Corporation	30-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	7. Report on Climate Lobbying	For
International Business Machines Corporation	30-Apr-24	USA	E	Environmental - Climate	GHG Emissions	8. Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	For
The Coca-Cola Company	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thomas S. Gayner	Against
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Victor E. Bell, III	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director H. Lee Durham, Jr.	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Robert E. Mason, IV	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert T. Newcomb	Withhold
AbbVie Inc.	03-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	For
AbbVie Inc.	03-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
AbbVie Inc.	03-May-24	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	2. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	For
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robert Langer	Against
Eli Lilly and Company	06-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	06-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
American Express Company	06-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	For
American Express Company	06-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Herbert Haas to the Supervisory Board	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Torsten Leue to the Supervisory Board	Against
Bristol-Myers Squibb Company	07-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director A. Shane Sanders	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Raymond C. Stevens	Against
Danaher Corporation	07-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Charles River Laboratories International, Inc.	08-May-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Report on Imported Nonhuman Primates	For
Advanced Micro Devices, Inc.	08-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Lonza Group AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Rational AG	08-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Johannes Wuerbser to the Supervisory Board	Against
Rational AG	08-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Christoph Lintz to the Supervisory Board	Against
First Solar, Inc.	08-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Stryker Corporation	09-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions and Expenditures	For
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
China Medical System Holdings Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Medical System Holdings Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Verizon Communications Inc.	09-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	6. Amend Clawback Policy	For
Verizon Communications Inc.	09-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert G. Goldstein	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick Dumont	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Irwin Chafetz	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Micheline Chau	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles D. Forman	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Lewis Kramer	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	09-May-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	6. SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
ACS Actividades de Construccion y Servicios SA	09-May-24	Spain	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6. Amend Article 12	Against
ACS Actividades de Construccion y Servicios SA	09-May-24	Spain	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	7. Amend Article 7 of General Meeting Regulations	Against
ACS Actividades de Construccion y Servicios SA	09-May-24	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	10. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Share Plan Grant to CEO Patrick W. Smith	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TERNA Rete Elettrica Nazionale SpA	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Against
Cummins Inc.	14-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	14. Require Independent Board Chair	For
IMCD NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prudential Financial, Inc.	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prudential Financial, Inc.	14-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vertex Pharmaceuticals Incorporated	15-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Vertex Pharmaceuticals Incorporated	15-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Arkema SA	15-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Thierry Le Henaff as Director	Against
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dino Chiesa	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Arun Nayar	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Paolo Notarnicola	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jessica McDonald	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
American International Group, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American International Group, Inc.	15-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Bank of Baroda	15-May-24	India	G	Compensation - Compensation	Approve/Amend Employment Agreements	2. Approve Appointment and Remuneration of Sanjay Vinayak Mudaliar as Executive Director	Against
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.1. Elect Sanjay Kapoor as Director	Against
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.2. Elect Suresh Chand Garg as Director	Against
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.3. Elect Kartar Singh Chauhan as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of Baroda	15-May-24	India	G	Director Election - Director Election	Elect Director	1.4. Elect Ravindran Menon as Director	Against
Cipla Limited	16-May-24	India	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2. Approve Payment of One-Time Long-Term Incentive to Umang Vohra as Managing Director and Global Chief Executive Officer	Against
Cboe Global Markets, Inc.	16-May-24	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	4. Provide Right to Call Special Meeting	Against
Cboe Global Markets, Inc.	16-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
The Home Depot, Inc.	16-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	9. Clawback of Incentive Payments	For
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	For
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	16-May-24	Switzerland	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	15. Report on GHG Emissions Associated with Underwriting	For
Chubb Limited	16-May-24	Switzerland	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	16. Report on Median Gender/Racial Pay Gap	For
Chubb Limited	16-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Transact Other Business	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Respecting Indigenous Peoples' Rights	For
JPMorgan Chase & Co.	21-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	10. Submit Severance Agreement to Shareholder Vote	For
Boston Properties, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	9. Reelect Olivier Auffray as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	10. Relect Nicole Gourmelon as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Louis Tercinier as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against
MTR Corporation Limited	22-May-24	Hong Kong	G	Director Election - Director Election	Elect Director	3a. Elect Christopher Hui Ching-yu as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	23. Approve Waiver of Rule 9 of the Takeover Code	Against
DexCom, Inc.	22-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	4. Report on Median Gender/Racial Pay Gap	For
DexCom, Inc.	22-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions	For
Partners Group Holding AG	22-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Fredric G. Reynolds	Against
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andrea Wishom	Against
Pinterest, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Budimex SA	23-May-24	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11.9. Approve Remuneration Report	Against
Budimex SA	23-May-24	Poland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11.11. Approve Remuneration Policy	Against
The Charles Schwab Corporation	23-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gaps	For
SEB SA	23-May-24	France	G	Director Election - Director Election	Elect Director	4. Reelect Thierry de La Tour d'Artaise as Director	Against
SEB SA	23-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Venelle Investissement as Director	Against
SEB SA	23-May-24	France	G	Director Election - Director Election	Elect Director	7. Elect Francois Mirallie as Director	Against
SEB SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Thierry de La Tour d'Artaise, Chairman of the Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SEB SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Stanislas De Gramont, CEO	Against
SEB SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
SEB SA	23-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Caroline Levy	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Cheryl Miller	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Joyce Russell	Against
Merck & Co., Inc.	28-May-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	For
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Issuing of Letter of Guarantee	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	12.1. Approve Amendments to Articles of Association	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	12.2. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12.3. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12.4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12.5. Amend Working System for Independent Directors	Against
Sungrow Power Supply Co., Ltd.	28-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12.6. Amend Information Disclosure Management System	Against
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Anthony P. Lee	Withhold
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrea Wong	Withhold
Delta Electronics, Inc.	30-May-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.8. Elect Audrey Tseng with SHAREHOLDER NO.A220289XXX as Independent Director	Against
D'Ieteren Group	30-May-24	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	30-May-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	30-May-24	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1.3. Amend Article 8bis of the Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	2. Approve Coordination of Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	3. Authorize Implementation of Approved Resolutions	Against
D'Ieteren Group	30-May-24	Belgium	G	Director Election - Director Election	Elect Director	5. Reelect Nicolas D'Ieteren as Director	Against
Ferguson Plc	30-May-24	Jersey	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	2.D. Provide Right to Call a Special Meeting	Against
Ferguson Plc	30-May-24	Jersey	G	Capitalization - Capital Structure Related	Authorize New Class of Preferred Stock	2.G. Authorize New Class of Preferred Stock	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Xinyi Solar Holdings Limited	31-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Adopt 2024 Share Option Scheme, Scheme Mandate Limit and Service Provider Sublimit and Related Transactions	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard W. Fisher	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Gould	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kenneth W. Lowe	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Report on Use of Artificial Intelligence	For
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting	For
Watsco, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Barry S. Logan	Against
Watsco, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
UnitedHealth Group Incorporated	03-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	4. Report on Congruency of Political Spending with Company Values and Priorities	For
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda M. Griego	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Judith A. McHale	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Charles E. Phillips, Jr.	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Shari E. Redstone	Against
Paramount Global	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Susan Schuman	Against
Paramount Global	04-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Paramount Global	04-Jun-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Paramount Global	04-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Use of Artificial Intelligence	For
Booking Holdings Inc.	04-Jun-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	For
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Angela Ahrendts	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Chenault	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Airbnb, Inc.	05-Jun-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
Walmart Inc.	05-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	For
Walmart Inc.	05-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Conduct and Report a Third-Party Racial Equity Audit	For
Walmart Inc.	05-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	For
Walmart Inc.	05-Jun-24	USA	S	Social - Health & Safety	Facility Safety	9. Commission a Third Party Audit on Workplace Safety and Violence	For
Beijing Enterprises Water Group Limited	05-Jun-24	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Beijing Enterprises Water Group Limited	05-Jun-24	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize 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
Roku, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ravi Ahuja	Withhold
Roku, Inc.	06-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Roku, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Netflix, Inc.	06-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Report on Use of Artificial Intelligence	For
Netflix, Inc.	06-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	07-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Alphabet Inc.	07-Jun-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	9. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	13. Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	14. Adopt Targets Evaluating YouTube Child Safety Policies	For
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
Comcast Corporation	10-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	4. Report on Congruency of Political Spending with Company Stated Values	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.4. Elect KUO, HSU-KUANG with SHAREHOLDER NO.99 as Non-independent Director	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.5. Elect LIAO, CHUNG-KENG (Liao, Chun-Keng) with SHAREHOLDER NO.492 as Non-independent Director	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.6. Elect HUNG, YU-SHENG with SHAREHOLDER NO.11864 as Non-independent Director	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.7. Elect CHEN, TE-LING with SHAREHOLDER NO.87186 as Non-independent Director	Against
Micro-Star International Co., Ltd.	14-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.8. Elect LI, CHAO-MING with SHAREHOLDER NO.84920 as Non-independent Director	Against
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian Armstrong	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frederick Ernest Ehrsam, III	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kelly A. Kramer	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gokul Rajaram	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Fred Wilson	Withhold
Regeneron Pharmaceuticals, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Arthur F. Ryan	Against
Regeneron Pharmaceuticals, Inc.	14-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	For
Yadea Group Holdings Ltd.	17-Jun-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yadea Group Holdings Ltd.	17-Jun-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Yadea Group Holdings Ltd.	17-Jun-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	6. Adopt New Share Option Scheme and Scheme Mandate Limit	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	3. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	4. Amend Rules of Procedures of General Meetings	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Financial Budget Report	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve Provision of Guarantees for Its Potential Credit Facility and Related Transactions	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	16. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association	Against
Flat Glass Group Co., Ltd.	17-Jun-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	17. Amend Rules of Procedures of General Meetings	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.2. Elect Roger Rabalais to the Supervisory Board	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.3. Elect Martin Enderle to the Supervisory Board	Against
Acciona SA	19-Jun-24	Spain	G	Director Election - Director Election	Elect Director	2.1. Reelect Jose Manuel Entrecanales Domecq as Director	Against
Acciona SA	19-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel Dines	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philippe Botteri	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Laela Sturdy	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Huatai Securities Co., Ltd.	20-Jun-24	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	9. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Internal Control Auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration	Against
China Three Gorges Renewables (Group) Co., Ltd.	21-Jun-24	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	8. Approve Investment Plan and Financial Budget	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Three Gorges Renewables (Group) Co., Ltd.	21-Jun-24	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Bond Financing Plan	Against
China Three Gorges Renewables (Group) Co., Ltd.	21-Jun-24	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Related Party Transaction	Against
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against
Allegro.eu SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Revised Remuneration Policy	Against
Keisei Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Teshima, Tsuneaki	Against
Keisei Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	4. Amend Articles to Add Provision on Capital Allocation Policy and Management of Investment Securities	For
Koito Manufacturing Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Yamaguchi, Hidemi	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-24	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-24	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	23. Amend Articles of Association	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Husqvarna AB	18-Apr-24	Annual	Sweden	1791692

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Sandvik Aktiebolag	29-Apr-24	Annual	Sweden	1791693
Indutrade AB	09-Apr-24	Annual	Sweden	1792197
Skanska AB	27-Mar-24	Annual	Sweden	1793188
Volvo Car AB	26-Mar-24	Annual	Sweden	1793189
Beijer Ref AB	23-Apr-24	Annual	Sweden	1797005
ABB Ltd.	21-Mar-24	Annual	Switzerland	1798285
Epiroc AB	14-May-24	Annual	Sweden	1798888
Novartis AG	05-Mar-24	Annual	Switzerland	1812066
Schindler Holding AG	19-Mar-24	Annual	Switzerland	1812085
Clariant AG	09-Apr-24	Annual	Switzerland	1812293
Zurich Insurance Group AG	10-Apr-24	Annual	Switzerland	1812298
Holmen AB	16-Apr-24	Annual	Sweden	1818383
Hypera SA	21-Feb-24	Extraordinary Shareholders	Brazil	1818792
Allianz SE	08-May-24	Annual	Germany	1820342
SKF AB	26-Mar-24	Annual	Sweden	1823100
Volvo AB	27-Mar-24	Annual	Sweden	1823693
Getinge AB	22-Apr-24	Annual	Sweden	1824700
Lifco AB	24-Apr-24	Annual	Sweden	1824703
Atlas Copco AB	24-Apr-24	Annual	Sweden	1824716
Alfa Laval AB	25-Apr-24	Annual	Sweden	1824758
Swedish Orphan Biovitrum AB	14-May-24	Annual	Sweden	1824767
Banco do Brasil SA	26-Apr-24	Annual	Brazil	1840329
Banco do Brasil SA	26-Apr-24	Extraordinary Shareholders	Brazil	1840332
Beijer Ref AB	22-May-24	Extraordinary Shareholders	Sweden	1854707