

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/23 to 12/31/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	1,997	
Number of meetings voted	1,974	98.85%
Number of meetings with at least 1 vote Against, Withhold or Abstain	1,276	63.90%

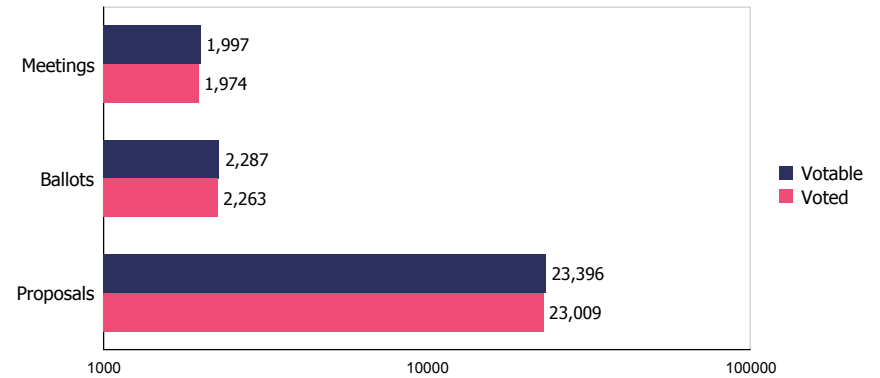
Ballot Overview

Category	Number	Percentage
Number of votable ballots	2,287	
Number of ballots voted	2,263	98.95%

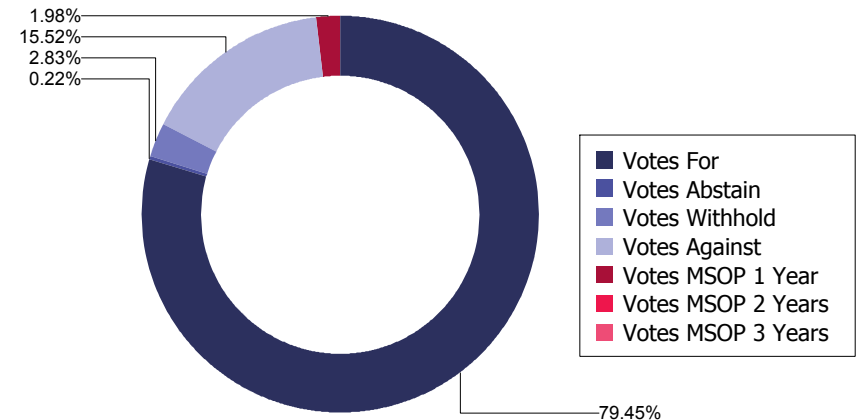
Proposal Overview

Category	Number	Percentage
Number of votable items	23,396	
Number of items voted	23,009	98.35%
Number of votes FOR	18,280	79.45%
Number of votes AGAINST	3,571	15.52%
Number of votes ABSTAIN	51	0.22%
Number of votes WITHHOLD	651	2.83%
Number of votes on MSOP Frequency 1 Year	456	1.98%
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	23,009	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	18,607	80.87%
Number of votes Against Mgmt	4,402	19.13%
Number of votes on MSOP (exclude frequency)	1,169	5.08%
Number of votes on Shareholder Proposals	715	3.11%

Voting Statistics



Vote Cast Statistics

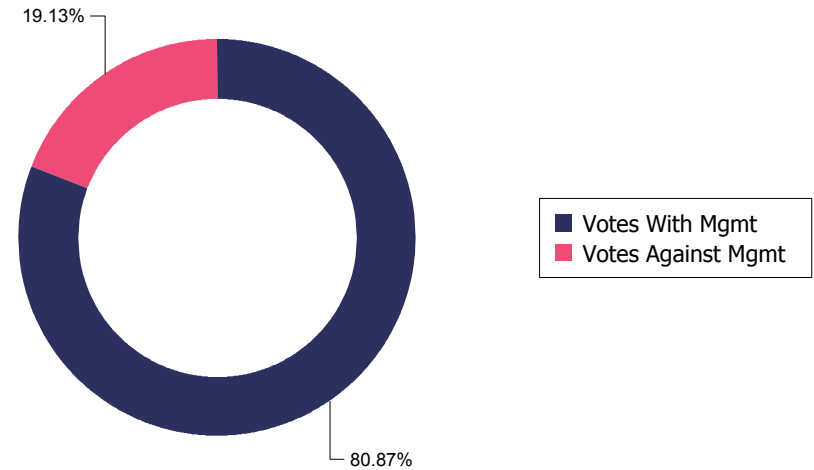


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

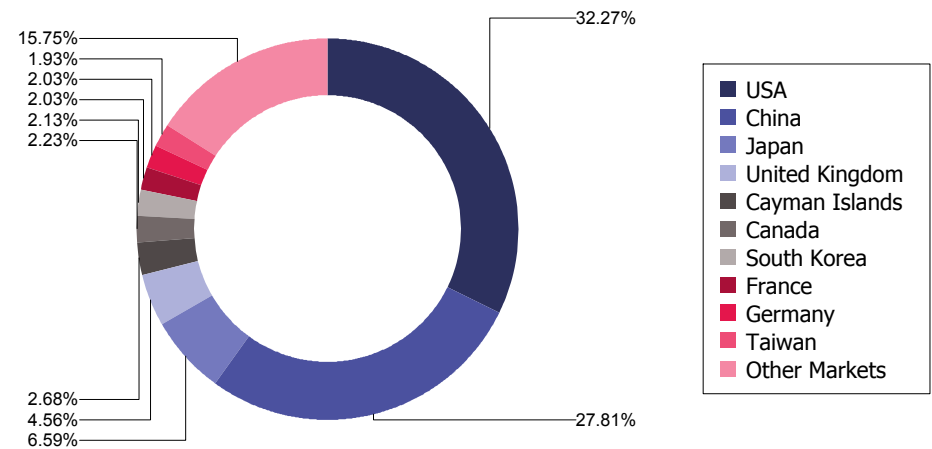
Vote Alignment with Management



Market Breakdown

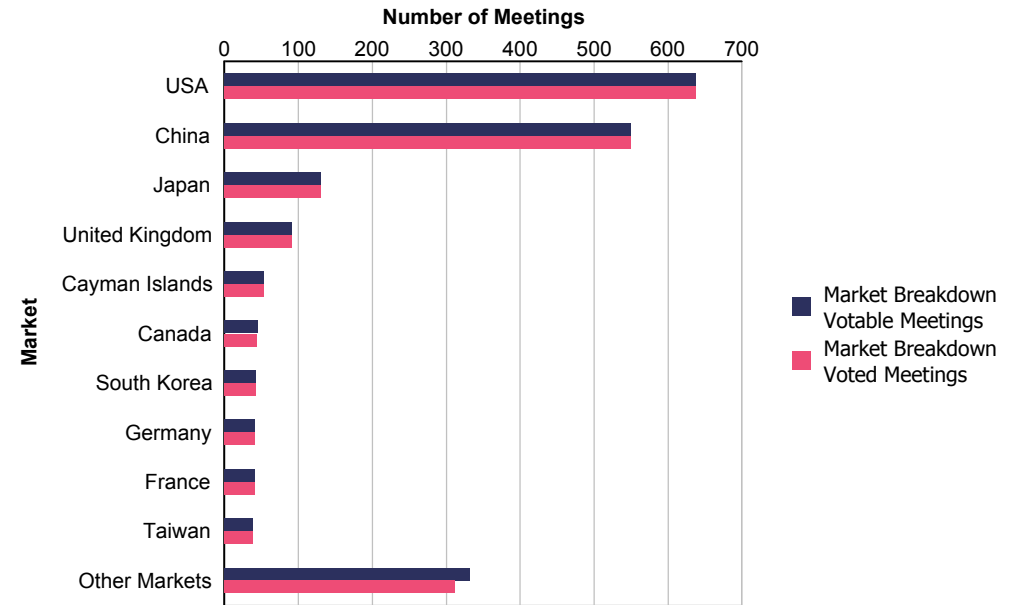
Market	Votable Meetings	Voted Meetings	Percentage
USA	637	637	100.00%
China	549	549	100.00%
Japan	130	130	100.00%
United Kingdom	90	90	100.00%
Cayman Islands	53	53	100.00%
Canada	45	44	97.78%
South Korea	42	42	100.00%
Germany	41	40	97.56%
France	40	40	100.00%
Taiwan	38	38	100.00%
Switzerland	36	36	100.00%
Ireland	25	24	96.00%
Mexico	23	23	100.00%
Netherlands	23	23	100.00%
Malaysia	19	19	100.00%
Denmark	18	18	100.00%
New Zealand	16	16	100.00%
Brazil	15	15	100.00%
Bermuda	13	13	100.00%
Spain	13	13	100.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Finland	12	12	100.00%
Italy	12	12	100.00%
Sweden	12	12	100.00%
Australia	11	11	100.00%
Israel	10	2	20.00%
Norway	10	0	0.00%
Hong Kong	9	9	100.00%
Singapore	9	9	100.00%
Belgium	8	8	100.00%
Jersey	8	8	100.00%
Poland	8	8	100.00%
Greece	6	6	100.00%
Luxembourg	6	6	100.00%
Austria	3	3	100.00%
Hungary	2	0	0.00%
Portugal	2	2	100.00%
Turkey	2	2	100.00%
Isle of Man	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
Suzhou Maxwell Technologies Co., Ltd.	05-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	1. Approve Use of Partial Idle Own Funds for Cash Management	Against
360 Security Technology, Inc.	09-Jan-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Amend Financial Management System	Against
TCL Technology Group Corp.	09-Jan-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	2. Approve Application for Registration and Issuance of Debt Financing Instruments in the Inter-bank Bond Market	Against
Zhejiang Chint Electrics Co., Ltd.	10-Jan-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	2. Approve the Signing of the Financial Services Agreement Between Company and Chint Group Finance Co., Ltd.	Against
Zhejiang Chint Electrics Co., Ltd.	10-Jan-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve the Signing of the Financial Services Agreement Between Controlled Subsidiary and Chint Group Finance Co., Ltd.	Against
Zscaler, Inc.	13-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andrew Brown	Withhold
Zscaler, Inc.	13-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Scott Darling	Withhold
Zscaler, Inc.	13-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David Schneider	Withhold
Zscaler, Inc.	13-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Iflytek Co., Ltd.	16-Jan-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.1. Elect Liu Qingfeng as Director	Against
Iflytek Co., Ltd.	16-Jan-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.1. Elect Zhao Xudong as Director	Against
Sany Heavy Industry Co., Ltd.	16-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	4. Approve Provision of Guarantee for Subsidiaries	Against
Bank of Hangzhou Co., Ltd.	17-Jan-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Capital Management Plan (2023-2025)	Against
D.R. Horton, Inc.	18-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Barbara K. Allen	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D.R. Horton, Inc.	18-Jan-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Buchanan	Against
D.R. Horton, Inc.	18-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Benjamin S. Carson, Sr.	Against
China National Chemical Engineering Co., Ltd.	18-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Joint Venture Agreement	2. Approve Increase in Registered Capital of Finance Company	Against
Shanghai Putailai New Energy Technology Co., Ltd.	19-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee	Against
Shanghai Baosight Software Co., Ltd.	19-Jan-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Shanghai Baosight Software Co., Ltd.	19-Jan-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
Shanghai Baosight Software Co., Ltd.	19-Jan-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ramon Laguarta	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John F. Lundgren	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Linda J. Rendle	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Maynard G. Webb, Jr.	Against
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maryse Bertrand	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Pierre Boivin	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephanie Coyles	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Russell Goodman	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Christine Magee	Withhold
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine M. Burzik	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Christopher Jones	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Marshall O. Larsen	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Bertram L. Scott	Against
Walgreens Boots Alliance, Inc.	26-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Post Holdings, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert E. Grote	Against
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Steven A. Raymund	Against
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David M. Stout	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles I. Cogut	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lisa A. Davis	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Edward L. Monser	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Matthew H. Paull	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J. Powell Brown	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzan F. Harrison	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director James E. Nevels	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alan D. Wilson	Against
Sichuan Chuantou Energy Co., Ltd.	31-Jan-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	16. Amend Articles of Association	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary C. Bhojwani	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elsa A. Murano	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan K. Nestegard	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Policinski	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director George A. Cope	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Paule Dore	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael B. Pedersen	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mary G. Powell	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director Joakim Westh	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Related - Board Related	Company-Specific Board-Related	3. SP 1: Disclose Languages in Which Directors Are Fluent	Against
The Sage Group plc	02-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Andrew Duff as Director	Against
The Sage Group plc	02-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect John Bates as Director	Against
The Sage Group plc	02-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Drummond Hall as Director	Against
LONGi Green Energy Technology Co., Ltd.	02-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantees to Controlled Subsidiaries and Related Party Transactions	Against
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings Until 2028)	Against
Lingyi iTech (Guangdong) Co.	06-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee Matters	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mariann Byrwalter	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alexander S. Friedman	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John Y. Kim	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Anthony J. Noto	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Geoffrey Y. Yang	Against
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Gotcher	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Dolby	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tony Prophet	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Simon Segars	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Avadis Tevanian, Jr.	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Rockwell Automation, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	A1. Elect Director William P. Gipson	Withhold
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Les R. Baledge	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David J. Bronczek	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Barbara A. Tyson	Against
Cerence Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Arun Sarin	Against
Cerence Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Marianne Budnik	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Ian Meakins 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
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Stefan Bomhard as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect John Bryant as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Arlene Isaacs-Lowe as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Anne-Francoise Nesmes as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Sundar Raman as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Nelson Silva as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ireena Vittal as Director	Against
Surmodics, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Susan E. Knight	Withhold
Surmodics, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jose H. Bedoya	Withhold
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jocelyn D. Chertoff	Against
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy E. Guertin	Against
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Walter M Rosebrough, Jr.	Against
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christine A. Tsingos	Against
Jiangsu Eastern Shenghong Co., Ltd.	10-Feb-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.1. Elect Miao Hangen as Director	Against
Jiangsu Eastern Shenghong Co., Ltd.	10-Feb-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.1. Elect Yuan Jianxin as Director	Against
Washington Federal, Inc.	14-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen M. Graham	Withhold
Washington Federal, Inc.	14-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randall H. Talbot	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Washington Federal, Inc.	14-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Janice Chaffin	Withhold
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Paul Lacy	Withhold
PTC Inc.	16-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect David Bennett as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Geeta Gopalan as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Elena Novokreshchenova as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Darren Pope as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Tim Wade as Director	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tamra A. Erwin	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles O. Holliday, Jr.	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael O. Johanns	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clayton M. Jones	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	Against
Duck Creek Technologies, Inc.	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William (Bill) Bloom	Withhold
Duck Creek Technologies, Inc.	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathleen (Kathy) Crusco	Withhold
Bank of Jiangsu Co., Ltd.	22-Feb-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	2. Amend Articles of Association	Against
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey N. Edwards	Against
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Benjamin C. Esty	Against
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anne Gates	Against
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gordon L. Johnson	Against
Bank of Ningbo Co., Ltd.	27-Feb-23	China	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	1. Approve Adjustment of Capital Increase Plan	Against
Nordson Corporation	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary G. Puma	Withhold
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	3. Approve Application for Bank Facilities and Provision of Guarantees by the Company and Its Subsidiaries	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	5. Approve Application for Bank Facilities and Provision of Guarantees by the Company and Its Subsidiaries	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	4. Approve Proposed Investment in Wealth Management Products with Self-Owned Funds	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	6. Approve Proposed Investment in Wealth Management Products with Self-Owned Funds	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Investment in Project	1. Approve Proposed Signing of Investment Agreement by Ganfeng LiEnergy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Braden R. Kelly	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James D. Kirsner	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Joanna Rees	Against
JCET Group Co., Ltd.	01-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	1. Amend Management System of Raised Funds	Against
Kimberly-Clark de Mexico SAB de CV	02-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2. Elect and/or Ratify Principal and Alternate Members of Board of Directors, Chairman of Audit and Corporate Practices Committee and Secretary; Verify Director's Independence	Against
KULICKE AND SOFFA INDUSTRIES, INC.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory F. Milzick	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charles Bland	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Daly	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Ocampo	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Cornelis de Jong (Chair) as Director	Abstain
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	7. Reelect Kim Stratton (Vice Chair) as Director	Abstain
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8a. Reelect Heine Dalsgaard as Director	Abstain
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8c. Reelect Kasim Kutay as Director	Abstain
Zhejiang Chint Electrics Co., Ltd.	03-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Estimated Amount of New Guarantees	Against
EVE Energy Co., Ltd.	06-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EVE Energy Co., Ltd.	06-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Performance Shares Incentive Plan Implementation Assessment Management Measures	Against
EVE Energy Co., Ltd.	06-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Bridgette Heller as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.7. Reelect Daniel Hochstrasser as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.11. Reelect Charles Sawyers as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.12. Reelect William Winters as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Bridgette Heller as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.4. Reappoint William Winters as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James A. Champy	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Anantha P. Chandrakasan	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kenton J. Sicchitano	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sylvia Acevedo	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ann M. Livermore	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jean-Pascal Tricoire	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Johnson Controls International Plc	08-Mar-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Jean Blackwell	Against
Johnson Controls International Plc	08-Mar-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Jurgen Tinggren	Against
Johnson Controls International Plc	08-Mar-23	Ireland	G	Director Election - Director Election	Elect Director	1k. Elect Director John D. Young	Against
Demant A/S	08-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Niels Jacobsen as Director	Abstain
Hologic, Inc.	09-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CITIC Securities Co., Ltd.	09-Mar-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Judy Bruner	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alexander A. Karsner	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Yvonne McGill	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Elizabeth L. Buse	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael L. Dreyer	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alan J. Higginson	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Nikhil Mehta	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael F. Montoya	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James M. Phillips	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sripada Shivananda	Against
F5, Inc.	09-Mar-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
F5, Inc.	09-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lon R. Greenberg	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Henry W. McGee	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Wartsila Oyj Abp	09-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Al Gore	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alex Gorsky	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sue Wagner	Against
Apple Inc.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Sanmina Corporation	13-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Eugene A. Delaney	Against
Sanmina Corporation	13-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Krish Prabhu	Against
Sanmina Corporation	13-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mario M. Rosati	Against
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Canada	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	1. Issue Shares in Connection with Acquisition	Against
Ritchie Bros. Auctioneers Incorporated	14-Mar-23	Canada	G	Takeover Related - Takeover - Other	Adjourn Meeting	2. Adjourn Meeting	Against
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anne K. Altman	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John J. Haley	Against
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jan D. Madsen	Against
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael J. Warren	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Heidi K. Kunz	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Susan H. Rataj	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director George A. Scangos	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dow R. Wilson	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Colleen E. Jay	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William A. Kozy	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Maria Rivas	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
GN Store Nord A/S	15-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	1e. Elect Director William A. Jeffrey	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	1f. Elect Director Syaru Shirley Lin	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard P. Hamada	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Lacouture	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kevin A. Stephens	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme and Related Transactions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Total Number of Shares in Respect of All Options and Awards to be Granted Under 2023 Share Option Scheme and Any Other Schemes Must Not in Aggregate Exceed 10% of Total Number of Shares in Issue	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1c. Approve Number of Shares in Respect of All Options and Awards to be Granted to the Service Providers Under the 2023 Share Option Scheme and Any Other Schemes Must Not in Aggregate Exceed 0.5% of Total Number of Shares in Issue	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2a. Adopt 2023 Share Award Scheme and Related Transactions	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2b. Approve Total Number of Shares in Respect of All Options and Awards to be Granted Under the 2023 Share Award Scheme and Any Other Schemes Must Not in Aggregate Exceed 10% of Total Number of Shares in Issue	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2c. Approve Number of Shares in Respect of All Options and Awards to be Granted to the Service Providers Under the 2023 Share Award Scheme and Any Other Schemes Must Not in Aggregate Exceed 0.5% of Total Number of Shares in Issue	Against
China National Nuclear Power Co., Ltd.	16-Mar-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	1. Approve Investment Plan	Against
China National Nuclear Power Co., Ltd.	16-Mar-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	2. Approve Financial Budget Plan	Against
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	5.a. Reelect Martin Blessing as Director	Abstain
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	5.b. Reelect Jan Thorsgaard Nielsen as Director	Abstain
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	5.h. Reelect Helle Valentin as Director	Abstain
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	5.i. Elect Michael Strabo as New Director	Abstain
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	5.j. Elect Caroline Bessermann as New Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danske Bank A/S	16-Mar-23	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7.b. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Danske Bank A/S	16-Mar-23	Denmark	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	11. Approve Indemnification of Members of the Board of Directors and Executive Management	Against
Danske Bank A/S	16-Mar-23	Denmark	E	Environmental - Climate	Restriction of Fossil Fuel Financing	12.b. Climate Action Plan: Existing Investments	Against
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Korea Zinc Co., Ltd.	17-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Kim Bo-young as Outside Director	Against
Korea Zinc Co., Ltd.	17-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Verification of the List of Holders of the Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Performance Shares Incentive Plan Implementation Assessment Management Measures	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Approve Authorization of the Board to Handle All Related Matters to Performance Shares Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hithink RoyalFlush Information Network Co., Ltd.	20-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Idle Own Funds for Securities Investment	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	1.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Michael Suess as Director and Board Chair	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Paul Adams as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Alexey Moskov as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Gerhard Pegam as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.1. Reappoint Paul Adams as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.2. Reappoint Alexey Moskov as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.3. Reappoint Gerhard Pegam as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Fred Breidenbach	Withhold
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hau Lee	Withhold
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Matthew Miao	Withhold
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nayaki Nayyar	Withhold
Aier Eye Hospital Group Co., Ltd.	21-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	3. Amend Management System of Raised Funds	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Korean Air Lines Co., Ltd.	22-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.1. Reelect Jon Fredrik Baksaas as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.5. Reelect Par Boman as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.7. Reelect Fredrik Lundberg as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.8. Reelect Ulf Riese as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	19. Reelect Par Boman as Board Chairman	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	20.2. Ratify Deloitte as Auditors	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	22. Amend Bank's Mainframe Computers Software	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	23. Approve Formation of Integration Institute	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.1. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Karl Lamprecht to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Christian Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Isabel De Paoli to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	10. Approve Remuneration Report	Against
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Valmet Corp.	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valmet Corp.	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kemppainen, Per Lindberg, Monika Maurer, Mikael Makinen (Chair), and Eriikka Soderstrom as Directors	Against
Orion Oyj	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Against
Orion Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Lars Foerberg as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Jennifer Xin-Zhe Li as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.9. Reelect Jacob Wallenberg as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.3. Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Gwak Su-geun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Bae Hun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Seong Jae-ho as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.6. Elect Lee Yong-guk as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.7. Elect Lee Yoon-jae as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.8. Elect Jin Hyeon-deok as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.9. Elect Choi Jae-bung as Outside Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yoon Jae-won as Outside Director to Serve as an Audit Committee Member	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Gwak Su-geun as a Member of Audit Committee	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.2. Elect Bae Hun as a Member of Audit Committee	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard E. Allison, Jr.	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jorgen Vig Knudstorp	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Satya Nadella	Against
Starbucks Corporation	23-Mar-23	USA	E	Environmental - Other	Community -Environment Impact	5. Report on Plant-Based Milk Pricing	Against
Starbucks Corporation	23-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Operations in Communist China	Against
Starbucks Corporation	23-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Establish Committee on Corporate Sustainability	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Ingrid Deltenre as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Sophie Gasperment as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Tom Knutzen as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
CEMEX SAB de CV	23-Mar-23	Mexico	G	Director Election - Director Election	Elect Director	6.g. Elect Armando Garza Sada as Director	Against
CEMEX SAB de CV	23-Mar-23	Mexico	G	Director Related - Committee Election	Elect Member of X Committee	8.c. Elect Armando Garza Sada as Member of Corporate Practices and Finance Committee	Against
Cargotec Oyj	23-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cargotec Oyj	23-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Jaakko Eskola, Ilkka Herlin, Teresa Kemppi-Vasama, Johanna Lamminen and Kaisa Olkkonen as Directors; Elect Raija-Leena Hankonen-Nybom, Tapio Kolunsarka and Ritva Sotamaa as New Directors	Against
Cargotec Oyj	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Auditors; Virtual Meetings	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
Zhongtai Securities Co., Ltd.	23-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganiz ations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Estimated Amount of External Guarantees	Against
ALK-Abello A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
ALK-Abello A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Anders Hedegaard (Chair) as Director	Abstain
ALK-Abello A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	7. Reelect Lene Skole (Vice Chair) as Director	Abstain
ALK-Abello A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.d. Reelect Alan Main as Director	Abstain
ALK-Abello A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.c. Amend Remuneration Policy	Against
CS Wind Corp.	24-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Kim Hong-jin as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Heo Yoon as Outside Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Lee Jeong-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Park Dong-moon as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Gang-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Heo Yoon as a Member of Audit Committee	Against
KB Financial Group, Inc.	24-Mar-23	South Korea	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	8. Amend Articles of Incorporation (Shareholder Proposal)	Against
KB Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	9. Elect Lim Gyeong-jong as Outside Director (Shareholder Proposal)	Against
Woori Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Jeong Chan-hyeong as Outside Director	Against
Woori Financial Group, Inc.	24-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Jeong Chan-hyeong as a Member of Audit Committee	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	9. Approve Application of Bank Credit Lines	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Amount of Guarantee in the Scope of Consolidated Statement	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Deposit, Loan and Guarantee Business with Related Banks	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	12. Approve Provision of Financial Assistance	Against
Cybozu, Inc.	25-Mar-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nishibata, Yoshihisa	Against
Cybozu, Inc.	25-Mar-23	Japan	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4. Approve Employee Share Ownership Plan	Against
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Kim Cheol-jung as Inside Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.3. Elect Kang Yul-ri as Outside Director	Against
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	3.2. Elect Kang Yul-ri as a Member of Audit Committee	Against
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Coca-Cola FEMSA SAB de CV	27-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors; Verify Director's Independence Classification; Elect Board Chairman and Secretaries	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman and CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	15. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
CJ CheilJedang Corp.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Kakao Corp.	28-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Bae Jae-hyeon as Inside Director	Against
SK Biopharmaceuticals Co., Ltd.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Total Remuneration of Inside Directors and Outside Directors	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Calvin Grieder as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Sami Atiya as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ian Gallienne as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Calvin Grieder as Board Chair	Against
SGS SA	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Sami Atiya as Member of the Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SGS SA	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Ian Gallienne as Member of the Compensation Committee	Against
SGS SA	28-Mar-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6.2. Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Against
SGS SA	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	7. Authorize Share Repurchase Program	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.2. Reelect Marc Engel as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.3. Reelect Arne Karlsson as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	E, S, G	Miscellaneous - Miscellaneous	Company-Specific--Governance-Related	10.7. Inclusion of the Shipping Companies to the OECD Agreement	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	10.8. Approve Introduction of a Solidarity Contribution	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	S	Social - Human Rights	Improve Human Rights Standards or Policies	10.9. Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Justin Howell as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Reelect Thierry Vanlancker as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hyundai GLOVIS Co., Ltd.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Yoo Byeong-gak as Inside Director	Against
Hyundai GLOVIS Co., Ltd.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Han Seung-hui as Outside Director	Against
Hyundai GLOVIS Co., Ltd.	29-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	4. Elect Han Seung-hui as a Member of Audit Committee	Against
Lotte Chemical Corp.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Shin Dong-bin as Inside Director	Against
Lotte Chemical Corp.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.4. Elect Kang Jong-won as Inside Director	Against
LG Corp.	29-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Konecranes Oyj	29-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Konecranes Oyj	29-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Pauli Anttila, Pasi Laine (Vice-Chair), Ulf Lijedahl, Niko Morkkila, Sami Piittisjarvi, Paivi Rekonen, Helene Svahn and Christoph Vitzthum (Chair) as Directors; Elect Gun Nilsson as New Director	Against
Türkiye Sise ve Cam Fabrikalari AS	29-Mar-23	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Türkiye Sise ve Cam Fabrikalari AS	29-Mar-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7. Approve Director Remuneration	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Amend Remuneration Policy	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.c. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Infiction Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Vanessa Frey 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
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.3. Reelect Beat Siegrist as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Reto Suter as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Elect Lukas Winkler as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Reto Suter as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3. Appoint Lukas Winkler as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
Swedbank AB	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Hans Eckerstrom as Director	Against
Swedbank AB	30-Mar-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	23. Change Bank Software	Against
Swedbank AB	30-Mar-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	24. Allocation of funds	Against
Swedbank AB	30-Mar-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	25. Establishment of a Chamber of Commerce	Against
Kesko Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Fortnox AB	30-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.E. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Ciena Corporation	30-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joanne B. Olsen	Against
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	Against
Bavarian Nordic A/S	30-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bavarian Nordic A/S	30-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6b. Reelect Peter Kurstein as Director	Abstain
Bavarian Nordic A/S	30-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6c. Reelect Frank Verwiel as Director	Abstain
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only or Hybrid Shareholder Meetings	Against
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	9.1. New/Amended Proposals from Management and Supervisory Board	Against
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	9.2. New/Amended Proposals from Shareholders	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
UniCredit SpA	31-Mar-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Fomento Economico Mexicano SAB de CV	31-Mar-23	Mexico	G	Director Election - Director Election	Elect Director	4.g. Elect Alejandro Bailleres Gual as Director	Against
Contemporary Amperex Technology Co., Ltd.	31-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	11. Approve Application of Credit Lines	Against
Contemporary Amperex Technology Co., Ltd.	31-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve Estimated Amount of Guarantees	Against
Contemporary Amperex Technology Co., Ltd.	31-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	19. Amend the Currency Fund Management System	Against
Contemporary Amperex Technology Co., Ltd.	31-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	20. Amend Management System for Providing External Guarantees	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Charitable Contributions	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gayla J. Delly	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Raul J. Fernandez	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eddy W. Hartenstein	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Check Kian Low	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nora A. Aufreiter	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Scott B. Bonham	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel (Don) H. Callahan	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael D. Penner	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Aaron W. Regent	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Calin Rovinescu	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Benita M. Warmbold	Withhold
Clariant AG	04-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.b. Reelect Guenter von Au as Director	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.h. Reelect Peter Steiner as Director	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.j. Reelect Susanne Wamsler as Director	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.2. Reelect Guenter von Au as Board Chair	Against
Clariant AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Clariant AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Nanci E. Caldwell	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Luc Desjardins	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1l. Elect Director Martine Turcotte	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1m. Elect Director Barry L. Zubrow	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. SP 3: Invest in and Finance the Canadian Oil and Gas Sector	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.a2. Reelect Signhild Arnegard Hansen as Director	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.a8. Reelect Helena Saxon as Director	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.10. Elect Marcus Wallenberg as Director	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.b. Reelect Marcus Wallenberg as Board Chair	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	22. Change Bank Software	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	23. Simplified Renewal for BankID	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	25. Conduct Study on Compliance with the Rule of Law for Bank Customers	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	26. Establish Swedish/Danish Chamber of Commerce	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Juan Gonzalez as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Nadia Schmidt as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Reelect Regula Wallimann as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ann M. Livermore	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary M. Reiner	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Patricia F. Russo	Against
Elisa Oyj	05-Apr-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Elisa Oyj	05-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	Against
Elisa Oyj	05-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Steve H. Grimshaw	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Frederick F. Reichheld	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1h. Elect Director Erin J. Wallace	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Dominic Barton as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Megan Clark as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Simon Henry as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sam Laidlaw as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Simon McKeon 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
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jennifer Nason as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Ngaire Woods as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ben Wyatt as Director	Against
ZTE Corporation	06-Apr-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10.00. Approve Application for Consolidated Registration for Issuance of Multiple Types of Debt Financing Instruments	Against
ZTE Corporation	06-Apr-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.00. Approve Application for General Mandate of the Issuance of Shares	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7. Approve Director Remuneration	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	G	Audit Related - Auditor Related	Ratify Auditors	9. Ratify External Auditors	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorize Share Capital Increase without Preemptive Rights	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	13. Approve Upper Limit of Donations for 2023	Against
Baoshan Iron & Steel Co., Ltd.	10-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Financial Services Agreement	Against
A. O. Smith Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ronald D. Brown	Withhold
A. O. Smith Corporation	11-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China Merchants Shekou Industrial Zone Holdings Co., Ltd.	11-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantees to Controlled Subsidiaries	Against
EDP Energias do Brasil SA	11-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Remuneration of Company's Management	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EDP Energias do Brasil SA	11-Apr-23	Brazil	G	Director Related - Board Related	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	6. In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Blake W. Augsburg	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert E. Bartels, Jr.	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Emily E. Pichon	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director M. Scott Welch	Withhold
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bruce R. Chizen	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeannine P. Sargent	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Z. Cook	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Joseph J. Echevarria	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ralph Izzo	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Adecco Group AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Royal KPN NV	12-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect Jolande Sap to Supervisory Board	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.f. Reelect Joerg Reinhardt as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.i. Reelect Jacques de Vacleroy 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
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Joerg Reinhardt as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.4. Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Elect Pia Aaltonen-Forsell as New Director	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Beat Kaelin as Director and Board Chair	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Andreas Haerberli as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Roland Siegwart as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Andreas Haerberli as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Beat Kaelin as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Roland Siegwart as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
JA Solar Technology Co., Ltd.	13-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Rongsheng Petrochemical Co., Ltd.	13-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Introduction of Overseas Strategic Investors, Signing of the Strategic Cooperation Agreement and Crude Oil Purchase and Other Package Agreements	Against
America Movil SAB de CV	14-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	2.2d. Elect and/or Ratify Pablo Roberto Gonzalez Guajardo 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
America Movil SAB de CV	14-Apr-23	Mexico	G	Director Related - Committee Election	Elect Member of Audit Committee	4.2b. Elect and/or Ratify Pablo Roberto Gonzalez Guajardo as Member of Audit and Corporate Practices Committee	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	15.1. Elect Wang Wenjing as Director	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	16.2. Elect Zhou Jian as Director	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	16.3. Elect Wang Feng as Director	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	17.1. Elect Zhang Ke as Supervisor	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	17.2. Elect Wang Shiping as Supervisor	Against
ZTO Express (Cayman) Inc.	14-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ZTO Express (Cayman) Inc.	14-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	3. Authorize Reissuance of Repurchased Shares	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against
China Jushi Co. Ltd.	14-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Bank Credit Guarantee	Against
China Jushi Co. Ltd.	14-Apr-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Corporate Bonds and Debt Financing Instruments	Against
China Jushi Co. Ltd.	14-Apr-23	China	G	Capitalization - Capital Structure Related	Authorize Use of Financial Derivatives	11. Approve Forward Foreign Exchange, Currency Interest Rate Swaps and Precious Metals Futures Trading Business	Against
ServisFirst Bancshares, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J. Richard Cashio	Withhold
ServisFirst Bancshares, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Irma L. Tuder	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ServisFirst Bancshares, Inc.	17-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.5. Elect Director Steven A. Cosse	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.9. Elect Director Jerry Hunter	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.10. Elect Director Susan Lanigan	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.14. Elect Director Robert L. Shoptaw	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.17. Elect Director Mindy West	Against
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Paola M. Arbour	Withhold
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director James H. Browning	Withhold
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Elysia Holt Ragusa	Withhold
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert W. Stallings	Withhold
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
IQVIA Holdings Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Parsons Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Letitia A. Long	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janice M. Babiak	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sophie Brochu	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Craig W. Broderick	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Lorraine Mitchelmore	Withhold
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	B. SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Therese Esperdy	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vincent A. Forlenza	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathryn M. Hill	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lloyd W. Howell, Jr.	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leslie F. Seidman	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Zig Serafin	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Bruce Van Saun	Against
Prosperity Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William T. Luedke, IV	Withhold
Prosperity Bancshares, Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
M&T Bank Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert T. Brady	Against
M&T Bank Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director John R. Scannell	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Abney S. Boxley, III	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Thomas C. Farnsworth, III	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Glenda Baskin Glover	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Decosta E. Jenkins	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Crowe LLP as Auditors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
U.S. Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly J. Harris	Against
U.S. Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Roland A. Hernandez	Against
U.S. Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. McKenney	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas K. Akins	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director B. Evan Bayh, III	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jorge L. Benitez	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Katherine B. Blackburn	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas H. Harvey	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Marsha C. Williams	Against
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Reid E. Carter	Withhold
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director John N. Floren	Withhold
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Brian G. Kenning	Withhold
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.10. Elect Director Janice G. Rennie	Withhold
Shanghai Putailai New Energy Technology Co., Ltd.	18-Apr-23	China	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	7. Approve Adjustment of the Number and Exercise Price of Stock Option and Performance Share Incentive Plan, Cancellation of Stock Options, Adjustment of Performance Shares Repurchase Price, and Repurchase and Cancellation of Performance Shares	Against
Ningbo Ronbay New Energy Technology Co., Ltd.	18-Apr-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	7. Approve Financial Statements and 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
Ningbo Ronbay New Energy Technology Co., Ltd.	18-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Credit Line Application and Provision of Guarantee	Against
TCL Zhonghuan Renewable Energy Technology Co., Ltd.	18-Apr-23	China	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	10. Approve Provision of Guarantee	Against
Tecan Group AG	18-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
TOTVS SA	19-Apr-23	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	1. Amend Long-Term Incentive Plan	Against
TOTVS SA	19-Apr-23	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?	2. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
Prysmian SpA	19-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joia M. Johnson	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ruth Ann Marshall	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Charles D. McCrary	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James T. Prokopanko	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lee J. Styslinger, III	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fetting	Against
Commerce Bancshares, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Karen L. Daniel	Withhold
Commerce Bancshares, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Kemper	Withhold
Eiffage SA	19-Apr-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Benoit de Ruffray 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
TOTVS SA	19-Apr-23	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?	6. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Patrick P. Goris	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael F. Hilton	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kathryn Jo Lincoln	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ben P. Patel	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Hellene S. Runtagh	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Kellye L. Walker	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Wesbanco, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jay T. McCamic	Withhold
Wesbanco, Inc.	19-Apr-23	USA	G	Routine Business - Routine Business	Other Business	5. Other Business	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert J. Dennis	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nancy-Ann DeParle	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Wayne J. Riley	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Katherine M. A. (Allie) Kline	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Richard W. Neu	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director David L. Porteous	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Roger J. Sit	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11.1. Amend Working System for Independent Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11.2. Amend Management System of Raised Funds	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11.3. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	11.4. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
PowerCell Sweden AB	19-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Helen Fasth Gillstedt, Uwe Hillmann, Magnus Jonsson, Annette Malm Justad, Kajsa Rytberg-Wallgren and Riku-Pekka Hagg as Directors; Elect Nicolas Boutin as New Director	Against
PowerCell Sweden AB	19-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
PowerCell Sweden AB	19-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of 5.76 Million Shares without Preemptive Rights	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bachem Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Thomas Bachmann as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Werner Karlen as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles M. Holley, Jr.	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael M. McNamara	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Virginia M. Wilson	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Beth A. Wozniak	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Calderoni	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathleen Oberg	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Daniel Rosensweig	Against
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward F. Lonergan	Against
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Maryann T. Mannen	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suzanne P. Nimocks	Against
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John D. Williams	Against
Silicon Laboratories Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Nina Richardson	Against
Silicon Laboratories Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Paul Walker as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Marike van Lier Lels as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Robert MacLeod as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Suzanne Wood as Director	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against
Banco BPM SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7.1. Slate 1 Submitted by Management	Against
Banco BPM SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	7.2. Slate 2 Submitted by Shareholders - Employees	Against
Banco BPM SpA	20-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.2. Slate 2 Submitted by Foundations	Against
Banco BPM SpA	20-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.3. Slate 3 Submitted by DL Partners Opportunities Master Fund Ltd and DL Partners A Fund LP	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Ernst Tanner as Director and Board Chair	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Dieter Weisskopf as Director	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Rudolf Spruengli as Director	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Elisabeth Guertler as Director	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Silvio Denz as Director	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.2. Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.3. Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8.1. Amend Articles of Association	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Covivio SA	20-Apr-23	France	E	Environmental - Climate	Management Climate-Related Proposal	22. Approve Company's Climate Transition Plan (Advisory)	Against
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director J. Pat Hickman	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director James G. Hinkle	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Alex R. Lieblong	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Thomas J. Longe	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Jim Rankin, Jr.	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siegfried Holding AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josée Kravis as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Jeronimo Martins SGPS SA	20-Apr-23	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen F. Angel	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh Grant	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Melanie L. Healey	Against
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jean S. Blackwell	Against
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William M. Brown	Against
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David F. Hoffmeister	Against
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim K.W. Rucker	Against
Changzhou Xingyu Automotive Lighting Systems Co. Ltd.	20-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	10. Approve Use of Idle Own Funds for Cash Management	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	7. Amend Articles of Association	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	8. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	9. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Chongqing Zhifei Biological Products Co., Ltd.	20-Apr-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve External Guarantee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Related Party Transaction with Related Joint Ventures and Joint Ventures Where Company Executives Concurrently Serve as Directors	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Related Party Transaction with Related Partnerships and Related Entities	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	13.1. Elect Liu Ping as Director	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	14.1. Elect Li Fei as Director	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	14.2. Elect Dai Deming as Director	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Philipp Buhofer as Director	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ulrich Looser as Director	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	6.4. Amend Articles of Association	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Klaus A. Engel	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David C. Everitt	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janet P. Giesselman	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael O. Johanns	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Nayaki R. Nayyar	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gregory R. Page	Against
Recordati SpA	21-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2a.1. Slate 1 Submitted by Rossini Sarl	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3b. Approve Second Section of the Remuneration Report	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Performance Shares Plan 2023-2025	Against
Recordati SpA	21-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Stanley Black & Decker, Inc.	21-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Yvon Charest	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Patricia Curadeau-Grou	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Robert Pare	Withhold
Akzo Nobel NV	21-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.c. Reelect D.M. Sluimers to Supervisory Board	Against
CECEP Wind-Power Corp.	21-Apr-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Report	Against
CECEP Wind-Power Corp.	21-Apr-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Investment Plan	Against
CECEP Wind-Power Corp.	21-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Related Party Transaction	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Marc Berg as Director	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Thomas Buess 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
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Susanne Kloess-Braekler as Director	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Marc Berg as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.3. Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Jafron Biomedical Co., Ltd.	21-Apr-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	14. Approve Downward Adjustment of Conversion Price	Against
TCL Technology Group Corp.	21-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Reduction of the Amount of Financial Services and Signing of Financial Services Agreement	Against
TCL Technology Group Corp.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	12. Approve Matters Related to Securities Investment and Financial Management	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2023-2028	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Amplifon SpA	21-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Sany Heavy Industry Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	7. Approve Application of Bank Credit Lines	Against
Sany Heavy Industry Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	12. Approve Use of Idle Own Funds for Investment in Financial Products	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shenzhen Overseas Chinese Town Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	6. Approve Financing Credit Line	Against
Shenzhen Overseas Chinese Town Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen L. Eastman	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rita J. Heise	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Hsenghung Sam Hsu	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel L. Johnson	Against
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ellen S. Bresky	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David A. Adamsen	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Douglas W. Baena	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul M. Squires	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Frances B. Shifman	Withhold
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Laurent Martinez to the Supervisory Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollore as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
Great Wall Motor Company Limited	24-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Plan of Guarantees	Against
Hundsun Technologies, Inc.	24-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Overall Planning of Securities Investment and Entrusted Financial Management	Against
ING Groep NV	24-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7C. Reelect Herna Verhagen to Supervisory Board	Against
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	5. Amend Articles of Association	Against
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	6. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	7. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John C. Compton	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William H. Fenstermaker	Against
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director J. Michael Kemp, Sr.	Against
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director E. Stewart Shea, III	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barrett	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sylvie Gregoire	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michel Vounatsos	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Frank Witney	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Maria Elena Lagomasino	Against
The Coca-Cola Company	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John C. Dugan	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter B. Henry	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gary M. Reiner	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Diana L. Taylor	Against
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Victor E. Bell, III	Withhold
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director H. Lee Durham, Jr.	Withhold
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Robert E. Mason, IV	Withhold
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert T. Newcomb	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Capitalization - Capital Increase	Increase Authorized Preferred Stock	5. Increase Authorized Preferred Stock	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Charles A. Anderson	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard L. Davis	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Laura K. Easley	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Maribess L. Miller	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Janine A. Davidson	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Greg M. Graves	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tamara M. Peterman	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director L. Joshua Sosland	Against
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jacqueline P. Kane	Withhold
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Richard G. Lindner	Withhold
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Barbara R. Smith	Withhold
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Nina G. Vaca	Withhold
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Michael G. Van de Ven	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William F. Feehery	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert F. Friel	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah L. V. Keller	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paolo Pucci	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Bylaws	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	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sharon L. Allen	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank P. Bramble, Sr.	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise L. Ramos	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Thomas D. Woods	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Maria T. Zuber	Against
Bank of America Corporation	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	25-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Domino's Pizza, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew B. Balson	Withhold
Domino's Pizza, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diana F. Cantor	Withhold
Domino's Pizza, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Patricia E. Lopez	Withhold
Domino's Pizza, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	6. Re-elect Barry Gibson as Director	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	7. Re-elect Pierre Bouchut as Director	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	8. Re-elect Stella David as Director	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	10. Re-elect Virginia McDowell as Director	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Buberl	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Alfred W. Zollar	Against
International Business Machines Corporation	25-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wayfair Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Andrea Jung	Abstain
Wayfair Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jeremy King	Abstain
Wayfair Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Kumin	Abstain
Wayfair Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Wayfair Inc.	25-Apr-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Celeste A. Clark	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore F. Craver, Jr.	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Wayne M. Hewett	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ronald L. Sargent	Against
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David L. Copeland	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Murray H. Edwards	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director I. Tim Lancaster	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. Nickles, Jr.	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Johnny E. Trotter	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Walker Bynoe	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay L. Henderson	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jose Luis Prado	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Charles A. Tribbett, III	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dame Alison J. Carnwath	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roderick C. McGeary	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Eileen A. Kamerick	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gale E. Klappa	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Cory L. Nettles	Withhold
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Howard Davies as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Patrick Flynn as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Morten Friis as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Mark Seligman as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Lena Wilson as Director	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Agnes Bundy Scanlan	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Easter A. Maynard	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Charles A. Patton	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director David M. Ratcliffe	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1r. Elect Director Thomas E. Skains	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1t. Elect Director Thomas N. Thompson	Against
Rollins, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jerry W. Nix	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Renasant Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John T. Foy	Withhold
Renasant Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard L. Heyer, Jr.	Withhold
Beazley Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Pierre-Olivier Desaulle as Director	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Christine LaSala as Director	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John Reizenstein as Director	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorise Issue of Equity without Pre-emptive Rights	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Andrew B. Abramson	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marc J. Lenner	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suresh L. Sani	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lisa J. Schultz	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Jeffrey S. Wilks	Against
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Melinda Litherland	Against
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Arnold A. Pinkston	Against
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Inge Delobelle as Director	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Urs Riedener as Director	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.6. Reelect Robert Spoerry 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
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Urs Riedener as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Robert Spoerry as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Appoint Inge Delobelle as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ball Corporation	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rodney Clark	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James P. Lederer	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Azita Saleki-Gerhardt	Against
Entegris, Inc.	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gilberto Tomazoni	Withhold
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andre Nogueira de Souza	Withhold
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Company Articles - Article Amendments	Amend Articles Board-Related	6. Amend Certificate of Incorporation Re: Composition of the Board of Directors	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy E. Cooper	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Merit E. Janow	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1f. Elect Director Sean O. Mahoney	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul M. Meister	Against
BorgWarner Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Sara A. Greenstein	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BorgWarner Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Shaun E. McAlmont	Against
BorgWarner Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Alexis P. Michas	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory R. Page	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Gerald B. Smith	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Dorothy C. Thompson	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Darryl L. Wilson	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Boyles	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert A. Cashell, Jr.	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Sherry L. Cladouhos	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Annie M. Goodwin	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kristen L. Heck	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael B. Hormaechea	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Craig A. Langel	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Douglas J. McBride	Withhold
South State Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Shantella E. Cooper	Withhold
South State Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jean E. Davis	Withhold
South State Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Knox Pou, Jr.	Withhold
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth C. Dahlberg	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michelle A. Kumbier	Against
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert A. Malone	Against
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William J. DeLaney	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elder Granger	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark B. McClellan	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Donna F. Zarcone	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.1. Elect/Ratify Fernando Chico Pardo as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.2. Elect/Ratify Jose Antonio Perez Anton as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.3. Elect/Ratify Pablo Chico Hernandez as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.4. Elect/Ratify Aurelio Perez Alonso as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.5. Elect/Ratify Rasmus Christiansen as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.6. Elect/Ratify Francisco Garza Zambrano as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.7. Elect/Ratify Ricardo Guajardo Touche as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.8. Elect/Ratify Guillermo Ortiz Martinez as Director	Against
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Diana M. Murphy	Against
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harris Pastides	Against
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John L. Stallworth	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Barry L. Storey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director V. Ann Hailey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Katherine D. Jaspon	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Beatriz R. Perez	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director E. Scott Santi	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Slavik Williams	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lucas E. Watson	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Set Aggregate Nominal Amount of Share Repurchase Reserve; Receive Report on Policies and Board's Decisions on Share Repurchase and Sale of Treasury Shares	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	9.4. Elect and/or Ratify Michael T. Fries as Director Representing Series A Shareholders	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	9.5. Elect and/or Ratify Fernando Senderos Mestre as Director Representing Series A Shareholders	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13. Approve Remuneration of Board Members, Executive, Audit and Corporate Practices Committees, and Secretaries	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGesio	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher J. Williams	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brian T. Shea	Against
Anglo American Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Ian Ashby as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Vanda Murray as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Lloyd Pitchford as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Stephan Nanninga as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Vin Murria as Director	Against
Hancock Whitney Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Frank E. Bertucci	Withhold
Hancock Whitney Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thomas H. Olinde	Withhold
Hancock Whitney Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director C. Richard Wilkins	Withhold
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marjorie Rodgers Cheshire	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrew T. Feldstein	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard J. Harshman	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Hesse	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Johan Bygge as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.c. Reelect Cecilia Daun Wennborg as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Dan Frohm 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
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.f. Reelect Johan Malmquist as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Johan Malmquist as Board Chair	Against
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	4. Elect or Ratify CEO, Directors, Secretary (Non-Member) and Deputy Secretary (Non-Member); Approve their Remuneration	Against
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Related - Committee Election	Elect Members of Audit Committee (Bundled)	5. Elect or Ratify Members of Audit and Corporate Practices Committee; Approve their Remuneration	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	3. Amend Article 6	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Roger Devlin as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Nigel Mills as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Annemarie Durbin as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrew Wyllie as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Shirine Khoury-Haq as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Erik Engstrom as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Marc Owen as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Roberto Quarta as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Angie Risley as Director	Against
TFI International Inc.	26-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Leslie Abi-Karam	Against
TFI International Inc.	26-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Berard	Against
TFI International Inc.	26-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Neil D. Manning	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ovctek China, Inc.	26-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	11. Approve Adjustment on Idle Own Funds for Low and Medium Risk Investment and Financial Management	Against
Inspire Medical Systems, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gary L. Ellis	Withhold
Inspire Medical Systems, Inc.	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Inspire Medical Systems, Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Todd M. Bluedorn	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ronald Kirk	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robert E. Sanchez	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William P. Hankowsky	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edward J. Kelly, III	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Terrance J. Lillis	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Shivan Subramaniam	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Marita Zuraitis	Against
Global Payments Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ruth Ann Marshall	Against
Global Payments Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Connie D. McDaniel	Against
Global Payments Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Turner	Against
Global Payments Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Global Payments Inc.	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Littelfuse, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tzau-Jin Chung	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Littelfuse, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Maria C. Green	Against
Littelfuse, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anthony Grillo	Against
NuVasive, Inc.	27-Apr-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Desmond-Hellmann	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Echevarria	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Helen H. Hobbs	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Dan R. Littman	Against
Pfizer Inc.	27-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Rambus Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Emiko Higashi	Against
Rambus Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric Stang	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Brian G. Cartwright	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David B. Henry	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sara G. Lewis	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Katherine M. Sandstrom	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Francesca M. Edwardson	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sharilyn S. Gasaway	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Thad (John B., III) Hill	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James L. Robo	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Henry W. Knueppel	Against
Snap-on Incorporated	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Dominic Blakemore as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Martin Brand as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kathleen DeRose as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tsega Gebreyes as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Cressida Hogg as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Val Rahmani as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Don Robert as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Douglas Steenland as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ashok Vaswani as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Irene Dörner as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robert Noel as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Humphrey Singer as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lord Jitesh Gadhia as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Scilla Grimble as Director	Against
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Anne T. DeSanto	Withhold
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Tina M. Donikowski	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lanessa T. Minnix	Withhold
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director John A. Roush	Withhold
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4a. Re-elect Richie Boucher as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4g. Re-elect Lamar McKay as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4j. Re-elect Gillian Platt as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4k. Re-elect Mary Rhinehart as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4l. Re-elect Siobhan Talbot as Director	Against
FincoBank SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	7.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
FincoBank SpA	27-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5A. Re-elect Nancy Cruickshank as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5B. Re-elect Nancy Dubuc as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5D. Re-elect Alfred Hurley Jr as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5F. Re-elect Holly Koepfel as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5H. Re-elect Gary McGann as Director	Against
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.1.A. Reelect Jan Berger as Director	Against
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.2. Reelect Cyril Janssen as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Dame Elizabeth Corley as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Ian King as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Rhian Davies 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
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Rakhi Goss-Custard as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deborah Waterhouse as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Matthew Westerman as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Claire Fitzalan Howard as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Leonie Schroder as Director	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bradley C. Irwin	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan G. Saideman	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ravichandra K. Saligram	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Janet S. Vergis	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Laurie J. Yoler	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard T. Clark	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert F. Cummings, Jr.	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Roger W. Ferguson, Jr.	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kevin J. Martin	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Hansel E. Tookes, II	Against
Corning Incorporated	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Industrias Penoles SAB de CV	27-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	4. Elect or Ratify Directors; Verify Director's Independence Classification; Approve Their Respective Remuneration	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Industrias Penoles SAB de CV	27-Apr-23	Mexico	G	Director Related - Committee Election	Elect Member of Audit Committee	5. Elect or Ratify Chairman of Audit and Corporate Practices Committee	Against
Admiral Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Bill Roberts as Director	Against
Admiral Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Justine Roberts as Director	Against
Centrais Eletricas Brasileiras SA	27-Apr-23	Brazil	G	Director Election - Director Election	Elect Minority Representative under Majority Fiscal Council Election	5.4. Elect Francisco O. V. Schmitt as Fiscal Council Member and Roberto Lamb as Alternate Appointed by Shareholder	Abstain
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig H. Barratt	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Don R. Kania	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan J. Levy	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jami Dover Nachtsheim	Against
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
S.F. Holding Co., Ltd.	27-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Estimated Amount of External Guarantees	Against
Veolia Environnement SA	27-Apr-23	France	G	Routine Business - Routine Business	Amend Corporate Purpose	22. Amend Article 15 of Bylaws Re: Corporate Purpose	Against
Bouygues SA	27-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Eurofins Scientific SE	27-Apr-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Umicore	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.1. Reelect Mario Armero as Member of the Supervisory Board	Against
Auren Energia SA	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Remuneration of Company's Management and Audit Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Auren Energia SA	28-Apr-23	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?	5. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain
Light SA	28-Apr-23	Brazil	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1. Approve Stock Option Plan	Against
Badger Meter, Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Tessa M. Myers	Against
Badger Meter, Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director James F. Stern	Against
Badger Meter, Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Glen E. Tellock	Against
Abbott Laboratories	28-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Abbott Laboratories	28-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Abbott Laboratories	28-Apr-23	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	8. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	Against
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brent B. Bickett	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ganesh B. Rao	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah A. Farrington	Withhold
Omega Energia SA	28-Apr-23	Brazil	G	Director Related - Board Related	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	7. In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against
Pearson Plc	28-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
Bayer AG	28-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.1. Elect Norbert Winkeljohann to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bayer AG	28-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Bayer AG	28-Apr-23	Germany	G	Routine Business - Routine Business	Other Business	9. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
Black Knight, Inc.	28-Apr-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Related - Board Related	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	4. 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
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.1. Elect Daobiao Chen as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.2. Elect Yuehui Pan as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.3. Elect Gustavo Estrella as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.6. Elect Zhao Yumeng as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.7. Elect Liu Yanli as Director	Against
CPFL Energia SA	28-Apr-23	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?	8. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.1. Percentage of Votes to Be Assigned - Elect Daobiao Chen as Director	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.2. Percentage of Votes to Be Assigned - Elect Yuehui Pan as Director	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.3. Percentage of Votes to Be Assigned - Elect Gustavo Estrella as Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.4. Percentage of Votes to Be Assigned - Elect Marcelo Amaral Moraes as Independent Director	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.5. Percentage of Votes to Be Assigned - Elect Antonio Kandir as Independent Director	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.6. Percentage of Votes to Be Assigned - Elect Zhao Yumeng as Director	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.7. Percentage of Votes to Be Assigned - Elect Liu Yanli as Director	Abstain
CPFL Energia SA	28-Apr-23	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?	10. 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
CPFL Energia SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.1. Elect Zhang Ran as Fiscal Council Member and Li Ruijuan as Alternate	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Elect Vinicius Nishioka as Fiscal Council Member and Luiz Claudio Gomes do Nascimento as Alternate	Abstain
China Medical System Holdings Limited	28-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Medical System Holdings Limited	28-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
JCET Group Co., Ltd.	28-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	5. Approve Provision of Guarantee	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5a. Re-elect Irial Finan as Director	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5d. Re-elect Anne Anderson 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
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5e. Re-elect Frits Beurskens as Director	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5h. Re-elect James Lawrence as Director	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter J. Blake	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey S. Chisholm	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Cathryn E. Cranston	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Katherine A. Rethy	Against
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmill	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Peter Grosskopf	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeffrey Parr	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Jamie C. Sokalsky	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
DiaSorin SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
DiaSorin SpA	28-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Stock Option Plan	Against
DiaSorin SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
DiaSorin SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Kellogg Company	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephanie A. Burns	Against
Kellogg Company	28-Apr-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights, Non-Discrimination and Returns to Merit Audit	Against
Auren Energia SA	28-Apr-23	Brazil	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Restricted Stock Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Martin Schmid as Director	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Franziska Sauber as Director	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Reelect Klaus Tschuetscher as Director	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.14. Reappoint Martin Schmid as Member of the Compensation Committee	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Franziska Sauber as Member of the Compensation Committee	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.16. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	4. Approve Guarantee Plan	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	6. Approve Financial Services Agreement	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Investment Plan	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Signing of Framework Agreement for Daily Related Party Transaction	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Adjustment of Estimated Amount of Related Party Transaction	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	14. Amend Working System for Independent Directors	Against
UOL Group Limited	28-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Poon Hon Thang Samuel as Director	Against
UOL Group Limited	28-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Approve Grant of Options and Issuance of Shares Under the UOL 2022 Share Option Scheme	Against
UOL Group Limited	28-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Light SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.2. Elect Firmino Ferreira Sampaio Neto as Independent Director	Against
Light SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.3. Elect Helio Paulo Ferraz as Independent Director	Abstain
Light SA	28-Apr-23	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 Abel Alves Rochinha as Independent Director	Abstain
Light SA	28-Apr-23	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 Firmino Ferreira Sampaio Neto as Independent Director	Abstain
Light SA	28-Apr-23	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 Helio Paulo Ferraz as Independent Director	Abstain
Light SA	28-Apr-23	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 Thiago Renno Osorio as Independent Director	Abstain
Light SA	28-Apr-23	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 Yuiti Matsuo Lopes as Independent Director	Abstain
Light SA	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9. Approve Remuneration of Company's Management	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	10. Report on Risks of Supporting Abortion	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	13. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharen J. Turney	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J.C. Watts, Jr.	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Albemarle Corporation	02-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Glenda J. Minor	Against
Albemarle Corporation	02-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James J. O'Brien	Against
Albemarle Corporation	02-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Alejandro D. Wolff	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mark A. Emmert	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diane H. Gulyas	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Liane J. Pelletier	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Peter Chernin	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Theodore J. Leonsis	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel L. Vasella	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Christopher D. Young	Against
American Express Company	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Baxter International Inc.	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Baxter International Inc.	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Julia A. Haller	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Manuel Hidalgo Medina	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paula A. Price	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Theodore R. Samuels	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1I. Elect Director Gerald L. Storch	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1K. Elect Director Phyllis R. Yale	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bristol-Myers Squibb Company	02-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Civil Rights and Non-Discrimination Audit	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Raymond J. Chess	Against
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jacqueline A. Dedo	Against
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Pamela S. Mader	Against
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Austin Scott Miller	Against
argenx SE	02-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
argenx SE	02-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5. Reelect Don deBethizy as Non-Executive Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Rick Haythornthwaite as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jorn Rausing as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrew Harrison as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Emma Lloyd as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Julie Southern as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect John Martin as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Michael Sherman as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Nadia Shouraboura as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Marta Schorling Andreen 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
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.3. Reelect Sofia Schorling Hogberg as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Ola Rollen as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Gun Nilsson as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.8. Elect Ola Rollen as Board Chair	Against
Moderna, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Sagan	Withhold
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Alvera	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephanie C. Hill	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Rebecca Jacoby	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Richard E. Thornburgh	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Franklin W. Hobbs	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mayree C. Clark	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kim S. Fennebresque	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marjorie Magner	Against
Ally Financial Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Theodore J. Hoepner	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Toni Jennings	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director H. Palmer Proctor, Jr.	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Wendell S. Reilly	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Chilton D. Varner	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cognex Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dianne M. Parrotte	Against
Federal Realty Investment Trust	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Heska Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen L. Davis	Withhold
Heska Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joachim A. Hasenmaier	Withhold
Heska Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sharon J. Maples	Withhold
Heska Corporation	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cesar Conde	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ian Cook	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert C. Pohlad	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Daniel Vasella	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Darren Walker	Against
PepsiCo, Inc.	03-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Publish Annual Congruency Report on Net-Zero Emissions Policy	Against
Pool Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John E. Stokely	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sandra J. Horning	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harish Manwani	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anthony Welters	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	6. Require More Director Nominations Than Open Seats	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger W. Ferguson, Jr.	Against
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christina Gold	Against
Molina Healthcare, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven J. Orlando	Against
Molina Healthcare, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ronna E. Romney	Against
Molina Healthcare, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dale B. Wolf	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Mohamed A. El-Erian as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Brian Gilvary as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Nigel Higgins as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Diane Schueneman as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Julia Wilson as Director	Against
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Shirish Apte as Director	Against
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Maria Ramos as Director	Against
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Phil Rivett as Director	Against
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Jose Vinals as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.1. Reelect Thibault de Tersant as Director and 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
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Reelect Ian Cookson as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.4. Reelect Maurizio Carli as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.5. Reelect Deborah Forster as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.6. Reelect Cecilia Hulten as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Maurizio Carli as Member of the Compensation Committee	Against
Temenos AG	03-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Deborah Forster as Member of the Compensation Committee	Against
Temenos AG	03-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Appoint Cecilia Hulten as Member of the Compensation Committee	Against
Temenos AG	03-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Nils Andersen as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrea Jung as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Ruby Lu as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Feike Sijbesma as Director	Against
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Employees' Share Grant Plan	Against
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	2. Approve Grant of New Maybank Shares to Khairussaleh Ramli Under the ESGP	Against
PulteGroup, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bryce Blair	Against
PulteGroup, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Cheryl W. Grise	Against
PulteGroup, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Scott F. Powers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Metso Outotec Oyj	03-May-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Ian W. Pearce, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Niko Pakalen and Reima Rytola as New Directors	Against
Metso Outotec Oyj	03-May-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Time and Place of the Meeting; Advance Notice	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Andrew Bonfield as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Pam Kirby as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Chris Sinclair as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Alan Stewart as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Jonathan Symonds as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Charles Bancroft as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Anne Beal as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Urs Rohner as Director	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edward J. Ludwig	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David J. Roux	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John E. Sununu	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ellen M. Zane	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Domitille Doat-Le Bigot	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas P. Salice	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Oversee and Report a Civil Rights Audit	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patrick J. Moore	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra A. Sandler	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Rogers Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Keith L. Barnes	Withhold
Rogers Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ganesh Moorthy	Withhold
Rogers Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Peter C. Wallace	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa de Wilde	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Mary Jo Haddad	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kathy Kinloch	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Denise Pickett	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director W. Sean Willy	Withhold
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jose B. Alvarez	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Marc A. Bruno	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Larry D. De Shon	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Terri L. Kelly	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Shiv Singh	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect Jim Pettigrew Director	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Maryse Bertrand	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Dhaval Buch	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Marc Caira	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.6. Elect Director Shirley E. Cunningham	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Charles M. Herington	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.10. Elect Director Anne Martin-Vachon	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.1. Reelect Koenraad Debackere as Independent Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.2. Reelect Alain Bostoën as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.3. Reelect Franky Depickere as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.4. Reelect Frank Donck as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.5. Elect Marc De Ceuster as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.6. Elect Raf Sels as Director	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Andreas Herzog as Director	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Urs Schenker as Director	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Urs Schenker as Member of the Nomination and Compensation Committee	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Nexi SpA	04-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shoals Technologies Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lori Sundberg	Withhold
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect Mike Craston as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrea Blance as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect George Culmer as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Patrick Flynn as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Shonaid Jemmett-Page as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mohit Joshi as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Pippa Lambert as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Jim McConville as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Michael Mire as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Martin Strobel as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Elect Saki Macozoma as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Svein Richard Brandtzaeg as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sue Clark as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Dominique Reiniche as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Dame Angela Strank as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Philip Yea as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Stephen Young as Director	Against
AMETEK, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Anthony J. Conti	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AMETEK, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Gretchen W. McClain	Against
AMETEK, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Graham Hetherington as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jerome Lande as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Thomas McLellan as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lorna Parker as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Daniel Phelan as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Juliet Thompson as Director	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John T. Cahill	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alicia Knapp	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Mulder	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John C. Pope	Against
The Kraft Heinz Company	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	Against
The Kraft Heinz Company	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Civil Rights and Non-Discrimination Audit	Against
Arch Capital Group Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1a. Elect Director Francis Ebong	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Russell P. Fradin	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Pamela A. Joseph	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas L. Monahan, III	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kermit R. Crawford	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary J. Steele Guilfoile	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jodee A. Kozlak	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Henry J. Maier	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Remove One-Year Holding Period Requirement to Call Special Meeting	Against
Clarivate Plc	04-May-23	Jersey	G	Director Election - Director Election	Elect Director	1a. Elect Director Andrew Snyder	Against
Clarivate Plc	04-May-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael Angelakis	Against
Clarivate Plc	04-May-23	Jersey	G	Director Election - Director Election	Elect Director	1f. Elect Director Usama N. Cortas	Against
Clarivate Plc	04-May-23	Jersey	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against
Prologis, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Guangzhou Tinci Materials Technology Co., Ltd.	04-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	15. Approve Use of Own Funds to Invest in Financial Products	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against
Hang Seng Bank Limited	04-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Banque Cantonale Vaudoise	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan Crown	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James W. Griffith	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richard H. Lenny	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela B. Strobel	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Alpern	Withhold
Dover Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kristiane C. Graham	Against
Dover Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael F. Johnston	Against
Dover Corporation	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dover Corporation	05-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Michael Ball as Director and Board Chair	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Thomas Glanzmann as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Ines Poeschel as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Ines Poeschel as Member of the Compensation Committee	Against
Alcon Inc.	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Ziff Davis, Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Trace Harris	Against
Ziff Davis, Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jonathan F. Miller	Against
Ziff Davis, Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Scott C. Taylor	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Angelica Kohlmann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Christoph Maeder as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.7. Reelect Juergen Steinemann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	16. Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	Against
HSBC Holdings Plc	05-May-23	United Kingdom	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	17. Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	18. Devise and Implement a Long-Term and Stable Dividend Policy	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Teleflex Incorporated	05-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gretchen R. Haggerty	Against
Teleflex Incorporated	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Liam J. Kelly	Against
Teleflex Incorporated	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lattice Semiconductor Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robin A. Abrams	Withhold
Lattice Semiconductor Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director D. Jeffrey Richardson	Withhold
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Linda W. Clement-Holmes	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dirk J. Debbink	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jill P. Meyer	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gretchen W. Schar	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Douglas S. Skidmore	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas Brown	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paula Cholmondeley	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert East	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen Franklin	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter Kenny	Against
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert Kittel	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Andrew Pastor	Withhold
Telos Corporation	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David Borland	Withhold
Telos Corporation	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Bonnie L. Carroll	Withhold
Telos Corporation	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Derrick D. Dockery	Withhold
Telos Corporation	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher M. Connor	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ilene S. Gordon	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jacqueline C. Hinman	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clinton A. Lewis, Jr.	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Donald G. (DG) Macpherson	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathryn D. Sullivan	Against
International Paper Company	08-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks Related to Operations in China	Against
Ritchie Bros. Auctioneers Incorporated	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1i. Elect Director Sarah Raiss	Against
Ritchie Bros. Auctioneers Incorporated	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1l. Elect Director Carol M. Stephenson	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Li Haslett Chen	Withhold
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director T. Michael Glenn	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore L. Harris	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director David A. Jones	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Billie I. Williamson	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Nancy C. Andrews	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Deborah T. Kochevar	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George Llado, Sr.	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Virginia M. Wilson	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Freeman A. Hrabowski, III	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert J. Stevens	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alan D. Wilson	Against
Teradata Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel R. Fishback	Against
Teradata Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen McMillan	Against
Teradata Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kimberly K. Nelson	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas "Tony" K. Brown	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David B. Dillon	Against
3M Company	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sherry S. Barrat	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David S. Johnson	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher C. Miskel	Against
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director J.C. Butler, Jr.	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Carolyn Corvi	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director John P. Jumper	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Dennis W. LaBarre	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director H. Vincent Poor	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Alfred M. Rankin, Jr.	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Claiborne R. Rankin	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Britton T. Taplin	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David B.H. Williams	Withhold
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Klaus-Michael Kuehne as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Hauke Stars as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Hauke Stars as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Committee and/or Non-Executive Directors	7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
National Instruments Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael E. McGrath	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Darling Ingredients Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Linda Goodspeed	Against
Darling Ingredients Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gary W. Mize	Against
Green Plains Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kimberly Wagner	Withhold
Ormat Technologies, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director David Granot	Against
Ormat Technologies, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Dafna Sharir	Against
Ormat Technologies, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Stanley B. Stern	Against
Ormat Technologies, Inc.	09-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Kesselman & Kesselman as Auditors	Against
Swire Properties Limited	09-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Solvay SA	09-May-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Stock Option Plan Grants	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	6. Elect Director Stephen B. Dobbs	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.1. Slate 1 Submitted by CDP Reti SpA	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Victoria M. Holt	Against
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen M. Mazzarella	Against
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John C. Pope	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Molly E. Joseph	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director William J. Post	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Paul H. Stebbins	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Michael T. Sweeney	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Norman L. Wright	Against
Onto Innovation Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher A. Seams	Against
Onto Innovation Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Leo Berlinghieri	Against
Onto Innovation Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David B. Miller	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patrick Berard	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Blythe J. McGarvie	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jody G. Miller	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Guhan Subramanian	Against
Koninklijke Philips NV	09-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	2.e. Approve Discharge of Management Board	Against
CECEP Solar Energy Co., Ltd.	09-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Additional Guarantee	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Walter G. Lohr, Jr.	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Elias A. Zerhouni	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17.A2. Approve Long Term Incentive Program (All Employee Program)	Against
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.B2. Approve Equity Plan Financing (All Employee Program)	Against
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.C. Approve Alternative Equity Plan Financing	Against
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Creation of Pool of Capital without Preemptive Rights	Against
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	Against
Juniper Networks, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven Fernandez	Against
Juniper Networks, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William Stensrud	Against
MaxLinear, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Albert J. Moyer	Against
MaxLinear, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Theodore L. Tewksbury	Against
Bank of Beijing Co., Ltd.	10-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	4. Approve Financial Budget Report	Against
Bank of Beijing Co., Ltd.	10-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	11. Approve Special Report on Related Party Transactions	Against
BlackLine, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas Unterman	Withhold
BlackLine, Inc.	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Stryker Corporation	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey N. Edwards	Against
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kimberly J. Harris	Against
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Julia L. Johnson	Against
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James G. Stavridis	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas P. Bostick	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hilal	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda H. Riefler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Suzanne M. Vautrinot	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John J. Zillmer	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jessica L. Blume	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Wayne S. DeVeydt	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lori J. Robinson	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Theodore R. Samuels	Against
Centene Corporation	10-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ian Atkinson	Withhold
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kerry D. Dyte	Withhold
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ave G. Lethbridge	Withhold
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kelly J. Osborne	Withhold
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Marie Giguere	Against
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ines Kolmsee	Against
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Zin Smati	Against
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Dany St-Pierre	Against
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8C. Authorize Reissuance of Repurchased Shares	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin L. Beebe	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eric J. Guerin	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzanne E. McBride	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David P. McGlade	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jean-Paul Luksic as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tony Jensen as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Francisca Castro as Director	Against
GoerTek Inc.	10-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantee	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jamie Pike as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Angela Archon as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Peter France as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Richard Gillingwater as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Caroline Johnstone as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Jane Kingston as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Kevin Thompson as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7A. Re-elect Sir Douglas Flint 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
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7B. Re-elect Jonathan Asquith as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7D. Re-elect Catherine Bradley as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7E. Re-elect John Devine as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7F. Re-elect Hannah Grove as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	10-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Stephanie Levan as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Neoen SA	10-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	19. Adopt Double Voting-Rights to Long-Term Registered Shareholders and Amend Article 11 of Bylaws Accordingly	Against
Novanta Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Lonny J. Carpenter	Withhold
Novanta Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Maxine L. Mauricio	Withhold
Novanta Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Thomas N. Secor	Withhold
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Sarosh Mistry as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect John Pettigrew as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Richard Solomons as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Cathy Turner as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Linda Yueh as Director	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher M. Burley	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael J. Hennigan	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Raj S. Kushwaha	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Alice D. Laberge	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Consuelo E. Madere	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elaine D. Rosen	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Juan N. Cento	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sari Granat	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lawrence V. Jackson	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Debra J. Perry	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ivan K. Fong	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Janet P. Froetscher	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jill R. Goodman	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Roderick A. Palmore	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William F. Glavin, Jr.	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Allison H. Mnookin	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anne M. Mulcahy	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Corey E. Thomas	Against
PROS Holdings, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Timothy V. Williams	Withhold
Tractor Supply Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ricardo Cardenas	Against
Tractor Supply Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Denise L. Jackson	Against
Tractor Supply Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edna K. Morris	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tractor Supply Company	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
WEX Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Shikhar Ghosh	Against
WEX Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Susan Sobbott	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Carlton L. Highsmith	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard J. Hipple	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mitchell E. Daniels, Jr.	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher T. Jones	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Steven F. Leer	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Amy E. Miles	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jennifer F. Scanlon	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John R. Thompson	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Melanie Healey	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laxman Narasimhan	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Rodney Slater	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.	11-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Government Requests to Remove Content	Against
Verizon Communications Inc.	11-May-23	USA	S	Social - Political Spending	Political Activities and Action	6. Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
China Energy Engineering Corporation Limited	11-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve External Guarantees Plan	Against
China Energy Engineering Corporation Limited	11-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	14. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary K. Bush	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Candace H. Duncan	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Thierer	Against
Intel Corporation	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Intel Corporation	11-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Publish Third Party Review of Intel's China Business ESG Congruence	Against
Klepierre SA	11-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Garheng Kong	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter M. Neupert	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richelle P. Parham	Against
Manhattan Associates, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eddie Capel	Against
Manhattan Associates, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles E. Moran	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Norma B. Clayton	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Dempsey	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Christopher J. Kearney	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Laurette T. Koellner	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Joseph D. Rupp	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nadja Y. West	Withhold
Nucor Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth W. Cornew	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Traci M. Dolan	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James C. Marcuccilli	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley S. Seaman	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven A. Sonnenberg	Withhold
SunPower Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter Faricy	Withhold
SunPower Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Nathaniel Anschuetz	Withhold
SunPower Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thomas McDaniel	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenn A. Carter	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Brenda A. Cline	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary L. Landrieu	Withhold
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharon Bowen	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Monte Ford	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dan Hesse	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Jonathan Miller	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Ben Verwaayen	Against
CTS Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert A. Profusek	Against
CTS Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Alfonso G. Zulueta	Against
CTS Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Keith J. Allman	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Christopher A. O'Herlihy	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles K. Stevens, III	Against
Bayerische Motoren Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Kurt Bock to the Supervisory Board	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Martha H. Marsh	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director C. Ashley Heppenstall	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Dale C. Peniuk	Against
Magna International Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Mary S. Chan	Withhold
Magna International Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director V. Peter Harder	Withhold
Progress Software Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Paul T. Dacier	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Progress Software Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director John R. Egan	Withhold
Progress Software Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Vivian Vitale	Withhold
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	Against
Swire Pacific Limited	11-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Linda M. Connly	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Anders Gustafsson	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice M. Roberts	Against
Zebra Technologies Corporation	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Calix, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kathleen Crusco	Withhold
Calix, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Carl Russo	Withhold
Calix, Inc.	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Calix, Inc.	11-May-23	USA	G	Compensation - Employee Stock Ownership/Purchase Plan	Amend Non-Qualified Employee Stock Purchase Plan	3. Amend Nonqualified Employee Stock Purchase Plan	Against
Calix, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tzu-Yin ("TY") Chiu	Withhold
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph P. Keithley	Withhold
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeanne Quirk	Withhold
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas St. Dennis	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
WSP Global Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher Cole	Against
WSP Global Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Birgit Norgaard	Against
WSP Global Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Linda Smith-Galipeau	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dorothy M. Ables	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sue W. Cole	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laree E. Perez	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Donald W. Slager	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	5. Re-elect Robert Childs as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	7. Re-elect Donna DeMaio as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	8. Re-elect Michael Goodwin as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	9. Re-elect Thomas Huerlimann as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	11. Re-elect Colin Keogh as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	12. Re-elect Anne MacDonald as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	13. Re-elect Constantinos Miranthis as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	15. Re-elect Lynn Pike as Director	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephani Kingsmill	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jane E. Kinney	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Indira V. Samarasekera	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederick Singer	Against
AAC Technologies Holdings, Inc.	11-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
AAC Technologies Holdings, Inc.	11-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Laurie Bras	Withhold
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Leif Johansson	Withhold
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Franz-Josef Kortum	Withhold
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Frederic Lissalde	Withhold
Renault SA	11-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Jean-Dominique Senard as Director	Against
Renault SA	11-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Annette Winkler as Director	Against
Renault SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Ramsey	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marty Reaume	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sempowski Ward	Against
The Western Union Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Betsy D. Holden	Against
The Western Union Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael A. Miles, Jr.	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawrence A. Selzer	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim Williams	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher B. Begley	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Betsy J. Bernard	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert A. Hagemann	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Maria Teresa Hilado	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Integra LifeSciences Holdings Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Keith Bradley	Against
Integra LifeSciences Holdings Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Barbara B. Hill	Against
Integra LifeSciences Holdings Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Raymond G. Murphy	Against
Wanhua Chemical Group Co., Ltd.	12-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	3. Approve Completion of 2022 Investment Plan and 2023 Investment Plan Report	Against
Wanhua Chemical Group Co., Ltd.	12-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	12. Approve Continued Registration for the Application for Non-financial Corporate Debt Financing Instrument (DFI)	Against
Wanhua Chemical Group Co., Ltd.	12-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Management System for Providing External Guarantees	Against
John Bean Technologies Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Barbara L. Brasier	Against
John Bean Technologies Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Brian A. Deck	Against
John Bean Technologies Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Polly B. Kawalek	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John P. Bilbrey	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lisa M. Edwards	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director C. Martin Harris	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly A. Nelson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Colgate-Palmolive Company	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
HelloFresh SE	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
HelloFresh SE	12-May-23	Germany	G	Company Articles - Article Amendments	Amend Articles Board-Related	8. Amend Articles Re: Supervisory Board Term of Office	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy E. Guertin	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Peter Herweck	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marilyn Matz	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip Bleser	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against
Vinda International Holdings Limited	12-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Vinda International Holdings Limited	12-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas W. Handley	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jennifer M. Kirk	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Larson	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James P. Snee	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Sandra M. Volpe	Against
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a3. Elect Director Jaimie Donovan	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a4. Elect Director R. Peter Gillin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a5. Elect Director Chantal Gosselin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a8. Elect Director Charles A. Jeannes	Withhold
Duerr AG	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
ANSYS, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Glenda M. Dorchak	Against
ANSYS, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Director Election - Director Election	Elect Director	18. Elect Tomasz Suchanski as Director	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Renewal of the Duration of the Existing Authorised Share Capital Clause for Another Five Years Period and Amend Article 5.2 of the Articles	Against
Hangzhou First Applied Material Co., Ltd.	12-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.1. Approve Remuneration Plan of Chairman Lin Jianhua	Against
Hangzhou First Applied Material Co., Ltd.	12-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.2. Approve Remuneration of Independent Directors	Against
Iflytek Co., Ltd.	12-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against
Iflytek Co., Ltd.	12-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Approve Amendments to Articles of Association	Against
Iflytek Co., Ltd.	12-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Major Business Decision-making System	Against
Inspur Electronic Information Industry Co., Ltd.	12-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	10.2. Elect Peng Zhen 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
Inspur Electronic Information Industry Co., Ltd.	12-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.1. Elect Wang Aiguo as Director	Against
Inspur Electronic Information Industry Co., Ltd.	12-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.2. Elect Wang Peizhi as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Paul Zumbuehl as Director and Board Chair	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Stefano Mercorio as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.3. Reelect Ingo Specht as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Elena Cortona as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.5. Reelect Markus Asch as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Susanne Schreiber as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Markus Asch as Member of the Compensation Committee	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Stefano Mercorio as Member of the Compensation Committee	Against
Interroll Holding AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Public Bank Berhad	15-May-23	Malaysia	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration and Benefits-in-kind (Excluding Directors' Fee and Board Meeting Allowance) to the late Chairman Emeritus, Director and Adviser, Teh Hong Piow	Against
360 Security Technology, Inc.	15-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganiza tions	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantees	Against
Guangdong Haid Group Co., Ltd.	15-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganiza tions	Investment in Financial Products	8. Approve Use of Idle Own Funds for Cash Management	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Yealink Network Technology Corp. Ltd.	15-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Idle Own Funds for Cash Management	Against
Yealink Network Technology Corp. Ltd.	15-May-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	11. Approve Business Partner Share Purchase Plan and Summary	Against
Yealink Network Technology Corp. Ltd.	15-May-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	12. Approve Authorization of Board to Handle All Related Matters	Against
Fortune Brands Innovations, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas I. Fink	Against
Fortune Brands Innovations, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director A. D. David Mackay	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Melody C. Barnes	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marguerite M. Nader	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sean P. Nolan	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James D. Shelton	Against
Five9, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert Zollars	Withhold
Five9, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Louis Hobson	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathryn Munro	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robert Synowicki, Jr.	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director David Vander Ploeg	Against
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kenneth F. Buechler	Withhold
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Kenneth J. Widder	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Joseph D. Wilkins, Jr.	Withhold
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Stephen H. Wise	Withhold
Artivion, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Marna P. Borgstrom	Withhold
Artivion, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jeffrey H. Burbank	Withhold
Artivion, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jon W. Salveson	Withhold
Artivion, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China United Network Communications Ltd.	16-May-23	China	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7.2. Approve Election of Directors and Authorization of the Board to Determine the Directors Remuneration	Against
China United Network Communications Ltd.	16-May-23	China	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7.4. Approve Authorization of Board to Handle All Related Matters Regarding the Exercise Allotment During the Period, Power to Reissue and Handle Additional Shares	Against
China United Network Communications Ltd.	16-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association and Relevant Matters	Against
Newell Brands Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bridget Ryan Berman	Against
Newell Brands Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robert A. Steele	Against
Newell Brands Inc.	16-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Amend Right to Act by Written Consent	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon P. Durban	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gregory K. Mondre	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph M. Tucci	Against
Elia Group SA/NV	16-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Amended Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Elia Group SA/NV	16-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	11. Reelect Bernard Gustin as Independent Director and Approve His Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	12. Reelect Roberte Kesteman as Independent Director and Approve Her Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	13. Reelect Dominique Offergeld as Director and Approve Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	14. Elect Eddy Vermoesen as Director and Approve Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	15. Elect Bernard Thiry as Director and Approve Remuneration	Against
Fresenius Medical Care AG & Co. KGaA	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lisa Crutchfield	Withhold
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director George K. Martin	Withhold
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director James R. Moxley, III	Withhold
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Scott A. Snyder	Withhold
MKS Instruments, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter J. Cannone, III	Withhold
MKS Instruments, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph B. Donahue	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director James C. Katzman	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Juan R. Perez	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Isabelle Marcoux	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Christian Noyer	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3.1. Elect Li Haitao as Director	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3.2. Elect Liu Zhengyu as Director	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3.3. Elect Dai Jingming as Director	Against
Shenzhen International Holdings Limited	16-May-23	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
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8. Adopt New By-Laws	Against
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ira C. Kaplan	Withhold
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kim Korth	Withhold
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William M. Lasky	Withhold
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director George S. Mayes, Jr.	Withhold
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mark W. Begor	Against
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory Blank	Against
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Catherine L. Burke	Against
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Deborah A. Farrington	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Georgette D. Kiser	Against
NCR Corporation	16-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Foshan Haitian Flavouring & Food Co., Ltd.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	9. Approve Use of Idle Own Funds for Entrusted Financial Management	Against
Suzhou Maxwell Technologies Co., Ltd.	16-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	7. Amend Employee Loan Management Measures	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Malissia R. Clinton	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William E. Curran	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Thomas W. Erickson	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jim D. Keever	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kevin S. Moore	Against
Bank of Jiangsu Co., Ltd.	16-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	6. Approve Financial Statements and Financial Budget	Against
Bank of Jiangsu Co., Ltd.	16-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Ordinary Financial Bonds	Against
Shenzhen Kangtai Biological Products Co., Ltd.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Own Funds for Investment in Financial Products	Against
Unisplendour Co., Ltd.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantee for the Supplier Credit Line Application of Subsidiaries	Against
Sangfor Technologies, Inc.	16-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	4. Approve Financial Statements and Financial Budget Report	Against
Sangfor Technologies, Inc.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	6. Approve Use of Idle Own Funds for Cash Management	Against
Sangfor Technologies, Inc.	16-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	13.1. Elect He Chaoxi 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
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robyn Denholm	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director JB Straubel	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	5. Report on Key-Person Risk and Efforts to Ameliorate It	Against
Alteryx, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charles R. Cory	Withhold
Alteryx, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey L. Horing	Withhold
Alteryx, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dean A. Stoecker	Withhold
Alteryx, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William F. Austen	Withhold
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Gail E. Hamilton	Withhold
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Andrew C. Kerin	Withhold
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gerry P. Smith	Withhold
Burlington Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jordan Hitch	Against
Burlington Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mary Ann Tocio	Against
Burlington Stores, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
EVgo Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Darpan Kapadia	Withhold
EVgo Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jonathan Seelig	Withhold
EVgo Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Segal	Withhold
EVgo Inc.	17-May-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Eliminate or Limit Personal Liability of Certain Officers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Proto Labs, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Archie C. Black	Against
Proto Labs, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sujeet Chand	Against
Proto Labs, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sven A. Wehrwein	Against
Proto Labs, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Proto Labs, Inc.	17-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Accor SA	17-May-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Sebastien Bazin as Director	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Sebastien Bazin, Chairman and CEO	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Accor SA	17-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	14. Approve Transaction with Paris Saint-Germain Football Re: Partnership Agreement	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Accor SA	17-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	27. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Francine J. Bovich	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathy Hopinkah Hannan	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael Haylon	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric A. Reeves	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bloom Energy Corp.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Eddy Zervigon	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cindy Christy	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ari Q. Fitzgerald	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea J. Goldsmith	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Tammy K. Jones	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anthony J. Melone	Against
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jamie Haengi	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Benjamin Kortlang	Withhold
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James F. Albaugh	Against
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Amy E. Alving	Against
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharon R. Barner	Against
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jody G. Miller	Against
MicroVision, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert P. Carlile	Withhold
MicroVision, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Judith M. Curran	Withhold
MicroVision, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Brian V. Turner	Withhold
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles E. Bunch	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ertharin Cousin	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patrick T. Siewert	Against
SS&C Technologies Holdings, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David A. Varsano	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amelia C. Fawcett	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William L. Meaney	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Gregory L. Summe	Against
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William J. (John) Berger	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Rahman D'Argenio	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael C. Morgan	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sangeeta Bhatia	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lloyd Carney	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Diana McKenzie	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Alessia Mosca as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Hugues Brasseur as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	12. Reelect Pascal Lheureux as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Eric Vial as Director	Against
Credit Agricole SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Xavier Musca, Vice-CEO	Against
Credit Agricole SA	17-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	A. Amending Items 28 and 29 of Current Meeting to Apply a Fixed Discount on Shares	Against
Willis Towers Watson Public Limited Company	17-May-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Fumbi Chima	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Joseph Lacob	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director C. Raymond Larkin, Jr.	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George J. Morrow	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan E. Siegel	Against
Align Technology, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Align Technology, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.A. Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve UK Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Swiss Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Deutsche Bank AG	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Mayree Clark to the Supervisory Board	Against
Deutsche Bank AG	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.4. Elect Norbert Winkeljohann to the Supervisory Board	Against
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dylan G. Haggart	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Wafaa Mamilli	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Heidi G. Miller	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kevin M. Warren	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lawrence D. Kingsley	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sophie V. Vandebroek	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
KION GROUP AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sherry A. Aaholm	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bradley R. Gabosch	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Kasarda	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thomas A. Stith, III	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Leo H. Suggs	Withhold
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Julia L. Coronado	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Dirk A. Kempthorne	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marc H. Morial	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert J. Pace	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Frederick A. Richman	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Neurocrine Biosciences, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Johanna Mercier	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reginald H. Gilyard	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerardo I. Lopez	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Susan Meaney	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Oscar Munoz	Against
Molson Coors Beverage Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H. Sanford Riley	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Todd Crockett	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick McCarter	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry D. De Shon	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carlos Dominguez	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Donna A. James	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Teresa Wynn Roseborough	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Virginia P. Ruesterholz	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director K. Gunnar Bjorklund	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Bush	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon D. Garrett	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephen D. Milligan	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patricia H. Mueller	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director George P. Orban	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Larree M. Renda	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against
Hoyuan Green Energy Co., Ltd.	17-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Own Funds for Entrusted Financial Management	Against
Pop Mart International Group Ltd.	17-May-23	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
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Scheme Limit	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Service Provider Sublimit	Against
Sampo Oyj	17-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	18. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Jiangsu Goodwe Power Supply Technology Co., Ltd.	17-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantee	Against
Kadant Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director John M. Albertine	Against
Kadant Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generation as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart 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
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Transfer of Share Options	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1c. Approve Termination of the Existing Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4a. Adopt 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4b. Approve Transfer of Share Awards	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4c. Approve Termination of the Existing Share Award Schemes	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against
The Boston Beer Company, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Meghan V. Joyce	Withhold
The Boston Beer Company, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael Spillane	Withhold
The Boston Beer Company, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jean-Michel Valette	Withhold
Wen's Foodstuff Group Co., Ltd.	17-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Related Party Transactions	Against
Wen's Foodstuff Group Co., Ltd.	17-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against
CVS Health Corporation	18-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
CVS Health Corporation	18-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	9. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael J. Harrington	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director R. David Hoover	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deborah T. Kochevar	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kirk P. McDonald	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Inari Medical, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cynthia Lucchese	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inari Medical, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jonathan Root	Withhold
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan Campbell	Against
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Susan K. Carter	Against
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas L. Deitrich	Against
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul A. Mascarenas	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert F. Friel	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Victoria D. Harker	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lila Tretikov	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Uday Yadav	Against
Xylem Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alnylam Pharmaceuticals, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael W. Bonney	Against
Alnylam Pharmaceuticals, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Yvonne L. Greenstreet	Against
Alnylam Pharmaceuticals, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Phillip A. Sharp	Against
Gentherm Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sophie Desormiere	Withhold
Gentherm Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Byron Shaw, II	Withhold
Gentherm Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John Stacey	Withhold
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nora M. Denzel	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael P. Gregoire	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph A. Householder	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth W. Vanderslice	Against
Dropbox, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andrew W. Houston	Withhold
Dropbox, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa Campbell	Withhold
Dropbox, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul E. Jacobs	Withhold
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan F. Foster	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lou Jepsen	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger A. Krone	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Patricia L. Lewis	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen A. Ligocki	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Conrad L. Mallett, Jr.	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gregory C. Smith	Against
Otis Worldwide Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paula Santilli	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Caryn Seidman-Becker	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Rescind 2022 Racial Equity Audit Proposal	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Scott D. Ferguson	Against
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marla Gottschalk	Against
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sunil Gupta	Against
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ann E. Ziegler	Against
Kingdee International Software Group Company Limited	18-May-23	Cayman Islands	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	7. Adopt New Amended and Restated Memorandum and Articles of Association	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jonathan Bewes as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Soumen Das as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tom Hall as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tristia Harrison as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Michael Roney as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Dame Dianne Thompson as Director	Against
Sichuan Chuantou Energy Co., Ltd.	18-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	4. Approve Production and Operation Plan as well as Financial Budget Report	Against
Sichuan Chuantou Energy Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Report on the Financing Work of the Company's Headquarters	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Richard Huntingford as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Richard Smith as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Ross Paterson as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ilaria del Beato 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 UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Dame Shirley Pearce as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Thomas Jackson as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Sir Steve Smith as Director	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael R. Burns	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tracy A. Leinbach	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Laurel J. Richie	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mary Beth West	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Hafize Gaye Erkan	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah C. Hopkins	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amphenol Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David P. Falck	Against
Amphenol Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Rita S. Lane	Against
Amphenol Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anne Clarke Wolff	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robin Budenberg as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Alan Dickinson as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Amanda Mackenzie 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
St. James's Place Plc	18-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Rosemary Hilary as Director	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Paul Manduca as Director	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Fernando Aguirre	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paget L. Alves	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director P.W. "Bill" Parker	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Laurel J. Richie	Against
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herringer	Against
The Charles Schwab Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks Related to Discrimination Against Individuals Including Political Views	Against
Columbia Banking System, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mark A. Finkelstein	Against
Columbia Banking System, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eric S. Forrest	Against
Euronet Worldwide, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrzej Olechowski	Withhold
Euronet Worldwide, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	10. Approve Authorization on Financing Credit	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	11. Approve Provision of Guarantees	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	12. Approve Issuance of Non-financial Corporate Debt Financing Instruments	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	14. Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	19.1. Elect Chen Xuehua as Director	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	20.1. Elect Zhu Guang as Director	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	20.3. Elect Qian Bolin as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect John McAdam as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Margaret Ewing as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Brian May as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Constantin Coussios as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Heather Mason as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Kim Lody as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Sharon O'Keefe as Director	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven R. Altman	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard A. Collins	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kyle Malady	Against
Inner Mongolia Yili Industrial Group Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	14. Approve Provision of Guarantee for Controlled Subsidiaries	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inner Mongolia Yili Industrial Group Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	15. Approve Provision of Guarantee for Hohhot Yixing Dairy Investment Management Co., Ltd.	Against
Yihai International Holding Ltd.	18-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yihai International Holding Ltd.	18-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
EVE Energy Co., Ltd.	18-May-23	China	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	16. Amend External Guarantee Management System	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Election - Director Election	Elect Director	1. Elect Alvin Michael Hew Thai Kheam as Director	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Election - Director Election	Elect Director	2. Elect Hamidah binti Naziadin as Director	Against
Maxis Berhad	18-May-23	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve PricewaterhouseCoopers PLT as Auditors and Authorize Directors to Fix Their Remuneration	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Related - Board Related	Indicate X as Independent Board Member	7. Approve Alvin Michael Hew Thai Kheam to Continue Office as Independent Non-Executive Director	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Related - Board Related	Indicate X as Independent Board Member	8. Approve Hamidah binti Naziadin to Continue Office as Independent Non-Executive Director	Against
Maxis Berhad	18-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Approve Long Term Incentive Plan for the Eligible Employees of Maxis Berhad and Its Subsidiaries	Against
Muyuan Foods Co., Ltd.	18-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Report	Against
Gentex Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Joseph Anderson	Withhold
Gentex Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Leslie Brown	Withhold
Gentex Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gary Goode	Withhold
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1b. Elect Director Edward E. "Ned" Guillet	Withhold
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael W. Harlan	Withhold
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Elise L. Jordan	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1g. Elect Director Susan "Sue" Lee	Withhold
Intercontinental Exchange, Inc.	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas H. Glocer	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert H. Herz	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Erika H. James	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Mary L. Schapiro	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	Against
Hua Xia Bank Co., Ltd.	19-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Report	Against
Ingredion Incorporated	19-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory B. Kenny	Against
Ingredion Incorporated	19-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephan B. Tanda	Against
Ingredion Incorporated	19-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jorge A. Uribe	Against
Ingredion Incorporated	19-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ellen J. Kullman	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Amy E. Miles	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Ronald D. Sugar	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R. Sanders Williams	Against
Baoshan Iron & Steel Co., Ltd.	19-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Related Party Transaction	Against
Sungrow Power Supply Co., Ltd.	19-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Issuing of Letter of Guarantee	Against
Sungrow Power Supply Co., Ltd.	19-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	13. Amend Articles of Association	Against
Super Micro Computer, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sherman Tuan	Withhold
Zhejiang NHU Co. Ltd.	19-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	6. Approve Bill Pool Business	Against
Bank of Nanjing Co., Ltd.	19-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	9. Amend Equity Management Measures	Against
Bank of Nanjing Co., Ltd.	19-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend Related-Party Transaction Management System	Against
China National Nuclear Power Co., Ltd.	19-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association	Against
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Implementation of Investment Budget in 2022 and Proposed Investment Budget in 2023	Against
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Corporate Bond Issuance Plan	Against
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management Regulations of External Guarantee	Against
Shandong Nanshan Aluminum Co., Ltd.	19-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	13. Approve Related Party Transaction with Nanshan Group Finance Co., Ltd.	Against
FormFactor, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lothar Maier	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sprout Social, Inc.	22-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barris	Withhold
Sprout Social, Inc.	22-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen Walker	Withhold
Gevo, Inc.	22-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick R. Gruber	Withhold
Gevo, Inc.	22-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Gevo, Inc.	22-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
New Hope Liuhe Co., Ltd.	22-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Financing Guarantee	Against
Titan Wind Energy (Suzhou) Co., Ltd.	22-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6. Approve Provision of Guarantee	Against
Zhejiang Chint Electrics Co., Ltd.	22-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Additional External Guarantee	Against
Vontier Corporation	22-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gloria R. Boyland	Against
Vontier Corporation	22-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christopher J. Klein	Against
Vontier Corporation	22-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Maryrose Sylvester	Against
Envista Holdings Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kieran T. Gallahue	Withhold
Envista Holdings Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel Raskas	Withhold
Jamf Holding Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andre Durand	Withhold
Jamf Holding Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kevin Klausmeyer	Withhold
Jamf Holding Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Vina M. Leite	Withhold
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Margaret B. Shannon	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Martha B. Wyrsh	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly A. Ayotte	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bruce W. Duncan	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carol B. Einiger	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Diane J. Hoskins	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joel I. Klein	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Matthew J. Lustig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Douglas M. Baker, Jr.	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Pamela J. Craig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Inge G. Thulin	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kathy J. Warden	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Merck & Co., Inc.	23-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Publish a Congruency Report of Partnerships with Globalist Organizations	Against
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jacqueline Brady	Against
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Reginald H. Gilyard	Against
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Priya Cherian Huskins	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael D. McKee	Against
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald L. Merriman	Against
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael J. Cody	Withhold
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Abraham Ludomirski	Withhold
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raanan Zilberman	Withhold
Vishay Intertechnology, Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	5. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
bioMerieux SA	23-May-23	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Boulud, Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
China Yangtze Power Co., Ltd.	23-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Short-term Fixed Income Investment	Against
Array Technologies, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brad Forth	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mark J. Alles	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Elizabeth McKee Anderson	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Willard Dere	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Elaine J. Heron	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director David E.I. Pyott	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CelcomDigi Bhd.	23-May-23	Malaysia	G	Director Election - Director Election	Elect Director	1. Elect Vimala V.R. Menon 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
CelcomDigi Bhd.	23-May-23	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	10. Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Against
Hangzhou Tigermed Consulting Co., Ltd.	23-May-23	China	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	11. Adopt Subsidiary Share Option Scheme	Against
Hangzhou Tigermed Consulting Co., Ltd.	23-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
Henry Schein, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Deborah Derby	Against
Henry Schein, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Philip A. Laskawy	Against
Henry Schein, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Bradley T. Sheares	Against
IPG Photonics Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael Child	Against
IPG Photonics Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Eric Meurice	Against
IPG Photonics Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John Peeler	Against
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Welltower Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CEVA, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bernadette Andrietti	Withhold
CEVA, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Sven-Christer Nilsson	Withhold
CEVA, Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donald E. Brown	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret M. Keane	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Andrea Redmond	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gregg M. Sherrill	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Allstate Corporation	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pearl S. Huang	Against
Omniceil, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robin G. Seim	Withhold
Omniceil, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sara J. White	Withhold
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Norbert Broger to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Nora Diepold to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Robert Friedmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Volker Kronseder to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Susanne Nonnast to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Petra Schadeberg-Herrmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stephan Seifert to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Matthias Winkler to the Supervisory Board	Against
Wuhu Shunrong Sanqi Interactive Entertainment Co., Ltd.	23-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	9. Amend Management System for Providing External Investments	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Anne Lange as Director	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne-Gabrielle Heilbronner as Director	Against
Orange SA	23-May-23	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	B. Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	C. Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	D. Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bader M. Alsaad	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William E. Ford	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Fabrizio Freda	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Cheryl D. Mills	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gordon M. Nixon	Against
BlackRock, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric K. Brandt	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Betsy D. Holden	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harry M. Jansen Kraemer, Jr.	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan Christodoro	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against
PayPal Holdings, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Ensuring Respect for Civil Liberties	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PayPal Holdings, Inc.	24-May-23	USA	G	Director Related - Board Related	Require a Majority Vote for the Election of Directors	9. Adopt Majority Vote Standard for Director Elections	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carla J. Bailo	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jeffrey J. Jones, II	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Douglas A. Pertz	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3c. Reelect Anthony Foxx as Non-Executive Director	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3h. Reelect Gregory Summe as Non-Executive Director	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jamie S. Gorelick	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jonathan J. Rubinstein	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Patricia Q. Stonesifer	Against
Amazon.com, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Government Take Down Requests	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrew Martin as Director	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Graham Allan as Director	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Gurnek Bains as Director	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Tamara Ingram as Director	Against
N-able, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael Bingle	Withhold
N-able, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Cam McMartin	Withhold
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Janet M. Dolan	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas B. Leonardi	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Clarence Otis, Jr.	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Elizabeth E. Robinson	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Philip T. (Pete) Ruegger, III	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Rafael Santana	Against
iRhythm Technologies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce G. Bodaken	Withhold
iRhythm Technologies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Mark J. Rubash	Withhold
iRhythm Technologies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Abhijit Y. Talwalkar	Withhold
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ellen R. Alemany	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vijay G. D'Silva	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jeffrey A. Goldstein	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gary L. Lauer	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Louise M. Parent	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Clive Adamson as Director	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Edward Braham as Director	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Clare Chapman as Director	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Clare Thompson as Director	Against
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael J. Saylor	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Phong Q. Le	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Stephen X. Graham	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jarrod M. Patten	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Leslie J. Rechan	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Carl J. Rickertsen	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SMA Solar Technology AG	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
SMA Solar Technology AG	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy for the Management Board	Against
Solid Power, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven Goldberg	Withhold
Solid Power, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Aleksandra Miziolek	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Guangzhou Automobile Group Co., Ltd.	24-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	9. Approve Provision of Financial Services to Related Parties	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplaix to the Supervisory Board	Against
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Pamela G. Bailey	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James F. Hinrichs	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jean Hobby	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tyrone Jeffers	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director M. Craig Maxwell	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Filippo Passerini	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director William B. Summers, Jr.	Withhold
Tenable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director John C. Huffard, Jr.	Withhold
Tenable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director A. Brooke Seawell	Withhold
Tenable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Raymond Vicks, Jr.	Withhold
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director C. Martin Harris	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Alexandra Keith	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lars R. Sorensen	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
CONMED Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David Bronson	Withhold
CONMED Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director LaVerne Council	Withhold
CONMED Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Martha Goldberg Aronson	Withhold
CONMED Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.1. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Tandem Diabetes Care, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen McGroddy-Goetz	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Thomas Johnson as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Mark Price 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
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	24. Approve Waiver of Rule 9 of the Takeover Code	Against
Pinterest, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey Jordan	Against
Pinterest, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Levine	Against
Pinterest, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pinterest, Inc.	25-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Censorship	Against
Roblox Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David Baszucki	Withhold
Roblox Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory Baszucki	Withhold
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James R. Tobin	Against
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Edward M. Basile	Against
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephanie Lovell	Against
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David Weill	Against
Yum China Holdings, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FARO Technologies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alex Davern	Withhold
FARO Technologies, Inc.	25-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
IDEX Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark A. Beck	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Enrique Hernandez, Jr.	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paul Walsh	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Miles White	Against
McDonald's Corporation	25-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Civil Rights and Non-Discrimination Audit	Against
Genscript Biotech Corp.	25-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2A1. Elect Wang Jiafen as Director	Against
Genscript Biotech Corp.	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Genscript Biotech Corp.	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	4C. Authorize Reissuance of Repurchased Shares	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jocelyn Carter-Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary J. Steele Guilfoile	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dawn Hudson	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan F. Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Linda S. Sanford	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David M. Thomas	Against
COSCO SHIPPING Holdings Co., Ltd.	25-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	7. Amend Articles of Association, Rules and Procedures Regarding General Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of Directors	Against
COSCO SHIPPING Holdings Co., Ltd.	25-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association, Rules and Procedures Regarding General Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of Directors	Against
Equinix, Inc.	25-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Everbridge, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kent Mathy	Withhold
Everbridge, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Simon Paris	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intrieri	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.12. Elect Management Nominee Director John W. Thompson	Withhold
Illumina, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
JDE Peet's NV	25-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
JDE Peet's NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5.b. Elect Jeroen Katgert as Non-Executive Director	Against
Ranpak Holdings Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael Gliedman	Withhold
Ranpak Holdings Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alicia Tranen	Withhold
Ranpak Holdings Corp.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SBA Communications Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven E. Bernstein	Against
Sensata Technologies Holding Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	1a. Elect Director Andrew C. Teich	Against
Sensata Technologies Holding Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	1f. Elect Director Constance E. Skidmore	Against
Sensata Technologies Holding Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	1g. Elect Director Steven A. Sonnenberg	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl K. Beebe	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gregory L. Ebel	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Gitzel	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Emery N. Koenig	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Courtney D. Armstrong	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Yehuda Ari Buchalter	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kathleen A. Cote	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Thomas F. Frist, III	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jamie S. Gorelick	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roger H. Moore	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Timothy Tomlinson	Against
Nevro Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frank Fischer	Withhold
Nevro Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Karen Prange	Withhold
Nevro Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Elizabeth Weatherman	Withhold
Nevro Corp.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Continuing Related Transactions Framework Agreement on Financial Services Between the Company and CNAF, Annual Caps and Related Transactions	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Continuing Related Transactions Framework Agreement on Financial Services Between CNAHC and CNAF, Annual Caps and Related Transactions	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Continuing Related Transactions Framework Agreement on Financial Services Between Air China Cargo and CNAF, Annual Caps and Related Transactions	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Continuing Related Transactions Framework Agreement on Trademark License Between the Company and CNAHC	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Air China Limited	25-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	11. Approve Grant of General Mandate to the Board to Issue Debt Financing Instruments	Against
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Barry J. Bentley	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory S. Bentley	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Keith A. Bentley	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raymond B. Bentley	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kirk B. Griswold	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Janet B. Haugen	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Brian F. Hughes	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Edward J. Casey, Jr.	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Thomas C. Chubb, III	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Margaret G. Lewis	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Melvin T. Stith	Against
Flowers Foods, Inc.	25-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sarah E. Beshar	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas M. Finke	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.5. Elect Director William (Bill) F. Glavin, Jr.	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.7. Elect Director Denis Kessler	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nigel Sheinwald	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.9. Elect Director Paula C. Tolliver	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.10. Elect Director G. Richard (Rick) Wagoner, Jr.	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.11. Elect Director Christopher C. Womack	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.12. Elect Director Phoebe A. Wood	Against
Gotion High-tech Co., Ltd	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Application of Credit Lines	Against
Gotion High-tech Co., Ltd	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	10. Approve Use of Idle Own Funds for Entrusted Financial Management	Against
Country Garden Services Holdings Company Limited	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Country Garden Services Holdings Company Limited	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Ming Yang Smart Energy Group Co., Ltd.	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	11. Approve External Guarantee	Against
Ming Yang Smart Energy Group Co., Ltd.	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	12. Approve Application of Credit Line	Against
China Resources Cement Holdings Ltd.	25-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3.4. Elect Ip Shu Kwan Stephen as Director	Against
China Resources Cement Holdings Ltd.	25-May-23	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
China Resources Cement Holdings Ltd.	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Wuliangye Yibin Co., Ltd.	26-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Supplementary Agreement of Financial Services Agreement	Against
Wuliangye Yibin Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	9. Approve Comprehensive Budget	Against
Ecovacs Robotics Co., Ltd.	26-May-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	13. Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against
Ecovacs Robotics Co., Ltd.	26-May-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	14. Approve Methods to Assess the Performance of Plan Participants	Against
Ecovacs Robotics Co., Ltd.	26-May-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	15. Approve Authorization of the Board to Handle All Related Matters	Against
AEON Co., Ltd.	26-May-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Against
AEON Co., Ltd.	26-May-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Tsukamoto, Takashi	Against
Carrefour SA	26-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Alexandre Bompard as Director	Against
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Carrefour SA	26-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David H. Batchelder	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurie Z. Douglas	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard W. Dreiling	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Bertram L. Scott	Withhold
Bank of Shanghai Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Financial Statements and Financial Budget	Against
Bank of Shanghai Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	9. Approve Capital Management Plan	Against
Bank of Shanghai Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve Dividend Distribution Policy	10. Approve Shareholder Return Plan	Against
Guangzhou Kingmed Diagnostics Group Co., Ltd.	26-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors and Senior Management Members	Against
Guangzhou Kingmed Diagnostics Group Co., Ltd.	26-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Supervisors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Idle Own Funds to Purchase Financial Products	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	11. 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
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	13. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management System of Raised Funds	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15. Amend Management System for Providing External Investments	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend Related-Party Transaction Management System	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	17. Amend Dividend Management System	Against
NARI Technology Co., Ltd.	26-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Financial Business Services Agreement	Against
NARI Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Administrative Measures for Decision-Making of Related Party Transactions	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Ravi Gopinath as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Alison Henwood as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ulf Quellmann as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect William Seeger as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Cathy Turner as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Kjersti Wiklund as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mark Williamson as Director	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H Shares and Non-listed Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	9. Approve Issuance of Debt Financing Instruments	Against
Guotai Junan Securities Co., Ltd.	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6.1. Approve Provision of Guarantee for Handling Comprehensive Credit Line and Other Banking Services	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6.2. Approve Provision of Guarantee for Infrastructure Project Construction	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6.3. Approve Provision of Guarantee for Leasing of Business Premises	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Funds for Cash Management	Against
Oppein Home Group, Inc.	29-May-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	10. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Oppein Home Group, Inc.	29-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11. Amend Working System for Independent Directors	Against
Oppein Home Group, Inc.	29-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Related Transaction System	Against
Oppein Home Group, Inc.	29-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Management System for Providing External Guarantees	Against
Oppein Home Group, Inc.	29-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management System for Providing External Investments	Against
Oppein Home Group, Inc.	29-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	18. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Tongcheng Travel Holdings Limited	29-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tongcheng Travel Holdings Limited	29-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	4C. Authorize Reissuance of Repurchased Shares	Against
The Carlyle Group Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lawton W. Fitt	Withhold
The Carlyle Group Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Anthony Welters	Withhold
The Carlyle Group Inc.	30-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Wan Hai Lines Ltd.	30-May-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.5. Elect Jung-Nien Lai, with Shareholder No. C120773XXX, as Independent Director	Against
BOC Aviation Limited	30-May-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
BOC Aviation Limited	30-May-23	Singapore	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Guangzhou Baiyunshan Pharmaceutical Holdings Company Limited	30-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Financial and Operational Targets and Annual Budget	Against
Workiva Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael M. Crow	Withhold
Asseco Poland SA	30-May-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Asseco Poland SA	30-May-23	Poland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Amend Remuneration Policy	Against
Aier Eye Hospital Group Co., Ltd.	30-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Approve Amendments to Articles of Association	Against
China Eastern Airlines Corporation Limited	30-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	6. Approve Grant of General Mandate to the Board to Issue Bonds	Against
China Eastern Airlines Corporation Limited	30-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
China Eastern Airlines Corporation Limited	30-May-23	China	G	Routine Business - Routine Business	Approve Provision for Asset Impairment	8. Approve Unrecovered Losses Amounting to One-Third of the Total Paid-Up Share Capital	Against
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James Beer	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cain A. Hayes	Withhold
DocuSign, Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.	31-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Funds for Financial Products	Against
CSPC Pharmaceutical Group Limited	31-May-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Grant of Options Under the Share Option Scheme	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Bernd Toenjes to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Barbara Albert to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Cornelius Baur to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Aldo Belloni to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Elect Werner Fuhrmann to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Christian Kohlpaintner to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.7. Elect Cedrik Neike to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.8. Elect Ariane Reinhart to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.9. Elect Michael Ruediger to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.10. Elect Angela Titzrath to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Evonik Industries AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Director Ma Donghui	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Director Li Xiang	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Director Li Tie	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director Zhao Hongqiang	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Randall L. Stephenson	Against
Walmart Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	31-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Racial and Gender Layoff Diversity	Against
Walmart Inc.	31-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks Related to Operations in China	Against
Penumbra, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Bridget O'Rourke	Withhold
Penumbra, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Surbhi Sarna	Withhold
Q2 Holdings, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stephen C. Hooley	Withhold
Q2 Holdings, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Margaret L. Taylor	Withhold
Q2 Holdings, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Lynn Antipas Tyson	Withhold
Q2 Holdings, Inc.	31-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Outset Medical, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jim Hinrichs	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Outset Medical, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Andrea L. Saia	Withhold
Outset Medical, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Catherine Szyman	Withhold
Outset Medical, Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
HKT Trust and HKT Limited	31-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	12. Adopt H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	13. Authorize Board and/or Delegate to Handle Matters Pertaining to H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	13. Adopt H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	14. Approve Grant of Awards to Connected Selected Participants Under 2023 H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	15. Authorize Board and/or Delegate to Handle Matters Pertaining to H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
Anhui Conch Cement Company Limited	31-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Report of the Board of Directors	Against
Anhui Conch Cement Company Limited	31-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
Ping An Bank Co., Ltd.	31-May-23	China	S	Social - Charitable Spending	Approve Charitable Donations	8. Approve External Donation Budget and External Donation Authorization	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marc de Garidel 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
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Henri Beaufour as Director	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Michele Ollier as Director	Against
Ipsen SA	31-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Ipsen SA	31-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David A. Blau	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robin P. Hickenlooper	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gregory B. Maffei	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James E. Meyer	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jonelle Procope	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David M. Zaslav	Withhold
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Scott Sandell	Withhold
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michelle Zatlyn	Withhold
Cloudflare, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Glaukos Corporation	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Denice M. Torres	Withhold
SiTime Corporation	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Torsten G. Kreindl	Withhold
SiTime Corporation	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Akira Takata	Withhold
SiTime Corporation	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marcel Gani	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tal Payne	Against
ACI Worldwide, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janet O. Estep	Against
ACI Worldwide, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary P. Harman	Against
ACI Worldwide, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Charles E. Peters, Jr.	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter E. Bisson	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sutherland Fuchs	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William O. Grabe	Against
Hansoh Pharmaceutical Group Company Limited	01-Jun-23	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
Hansoh Pharmaceutical Group Company Limited	01-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
LeMaitre Vascular, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bridget A. Ross	Withhold
LeMaitre Vascular, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul E. Chamberlain	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anita M. Sands	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ulta Beauty, Inc.	01-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify Ernst & Young LLP as Auditors	Against
Encavis AG	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Encavis AG	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	10. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 18 Million Pool of Capital to Guarantee Conversion Rights	Against
Encavis AG	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy for FY 2024, 2025, and 2026	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Kirk E. Arnold	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Hudson	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jay C. Hoag	Against
Netflix, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Trustee Harold Burke	Withhold
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Trustee Elaine Todres	Withhold
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Trustee Rene Tremblay	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James C. Dalton	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Meaghan Lloyd	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Peek	Withhold
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Content Governance and Censorship	Against
Alphabet Inc.	02-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	16. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Hydro One Limited	02-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Cherie Brant	Withhold
Hydro One Limited	02-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director David Hay	Withhold
Hydro One Limited	02-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1K. Elect Director Susan Wolburgh Jenah	Withhold
EPAM Systems, Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ronald Vargo	Against
Xinyi Solar Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xinyi Solar Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Tingyi (Cayman Islands) Holding Corp.	05-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tingyi (Cayman Islands) Holding Corp.	05-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yakov Faitelson	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas F. Mendoza	Withhold
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Avrohom J. Kess	Withhold
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ohad Korkus	Withhold
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy Flynn	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michele Hooper	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director F. William McNabb, III	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John Noseworthy	Against
Fisker, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Henrik Fisker	Withhold
Fisker, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mark E. Hickson	Withhold
Fisker, Inc.	06-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
HubSpot, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Claire Hughes Johnson	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Yageo Corp.	06-Jun-23	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Issuance of Restricted Stocks	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Zein Abdalla	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vinita Bali	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leo S. Mackay, Jr.	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Stephen J. Rohleder	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
BANK POLSKA KASA OPIEKI SA	06-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
CD Projekt SA	06-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	23. Approve Remuneration Report	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Pamela M. Arway	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Gregory J. Moore	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John M. Nehra	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Phyllis R. Yale	Against
Nordex SE	06-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Wei Hopeman	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles H. Noski	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thomas E. Rothman	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Lynn Vojvodich Radakovich	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
China Mengniu Dairy Company Limited	06-Jun-23	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
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Gregory B. Maffei	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Matt Goldberg	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jay C. Hoag	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Betsy L. Morgan	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director M. Greg O'Hara	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeremy Philips	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Albert E. Rosenthaler	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jane Jie Sun	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Trynka Shineman Blake	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert S. Wiesenthal	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	3. Change State of Incorporation from Delaware to Nevada	Against
TripAdvisor, Inc.	06-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James R. Scapa	Withhold
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen Earhart	Withhold
Beijing Kingsoft Office Software, Inc.	06-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	10. Approve Use of Idle Own Funds to Invest in Financial Products	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Beijing Kingsoft Office Software, Inc.	06-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Management System of Raised Funds	Against
Flat Glass Group Co., Ltd.	06-Jun-23	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.	06-Jun-23	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.	06-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	14. Amend Articles of Association	Against
Fortive Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharmistha Dubey	Against
Fortive Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeannine Sargent	Against
Fortive Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alan G. Spoon	Against
Fortive Corporation	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortive Corporation	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
WH Group Limited	06-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
WH Group Limited	06-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
GoDaddy Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark Garrett	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David Mussafer	Against
Alarm.com Holdings, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Evans	Against
Alarm.com Holdings, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Timothy McAdam	Against
Alarm.com Holdings, Inc.	07-Jun-23	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend Bylaws to Allow Time for Votes to be Casted or Changed After a Final Proposal is Presented at the Annual Meeting	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Heska Corporation	07-Jun-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy Altobello	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jane Chwick	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William F. Cruger	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director David Hung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Kinyip Gabriel Leung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Timothy Scannell	Against
Procore Technologies, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Nanci E. Caldwell	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jurgen Lehold	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gena Lovett	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Dipender Saluja	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Jens Wiese	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bruker Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Hermann F. Requardt	Withhold
Perficient, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Romil Bahl	Against
Perficient, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ralph C. Derrickson	Against
Perficient, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Brian L. Matthews	Against
Unity Software Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary Schmidt Campbell	Withhold
Unity Software Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Keisha Smith-Jeremie	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Unity Software Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Luminar Technologies, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Austin Russell	Withhold
Luminar Technologies, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary Lou Jepsen	Withhold
Luminar Technologies, Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Luminar Technologies, Inc.	07-Jun-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against
Qualys, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Wendy M. Pfeiffer	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Kathy Bayless	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Marty Neese	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1G. Elect Director James Roche	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1I. Elect Director Janet Woodruff	Withhold
Hellenic Telecommunications Organization SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6. Approve Remuneration of Executive Board Members	Against
Hellenic Telecommunications Organization SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Hellenic Telecommunications Organization SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
InterDigital, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John A. Kritzmacher	Against
InterDigital, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John D. Markley, Jr.	Against
InterDigital, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jean F. Rankin	Against
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Alejandro Nicolas Aguzin	Withhold
MercadoLibre, Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China Resources Land Limited	07-Jun-23	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
China Resources Land Limited	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Globus Medical, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel T. Scavilla	Withhold
Globus Medical, Inc.	07-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
BYD Company Limited	08-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantees by the Group	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against
China Feihe Limited	08-Jun-23	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
China Feihe Limited	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Exact Sciences Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Doyle	Against
Exact Sciences Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathleen Sebelius	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Exact Sciences Corporation	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SES AI Corp.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jiong Ma	Withhold
SES AI Corp.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Eric Luo	Withhold
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James J. Barrese	Against
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey D. Jones	Against
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Bunsei Kure	Against
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert J. Manzo	Against
Visteon Corporation	08-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Rapid7, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Benjamin Holzman	Withhold
Rapid7, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director J. Benjamin Nye	Withhold
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Laura Alber	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robin Washington	Against
Salesforce, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Semtech Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Rockell N. Hankin	Withhold
Semtech Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Sylvia Summers	Withhold
Desktop Metal, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Ric Fulop	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Desktop Metal, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Scott Dussault	Against
Desktop Metal, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Dev Ittycheria	Withhold
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Shardul Shah	Withhold
Toast, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kent Bennett	Withhold
Toast, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan E. Chapman-Hughes	Withhold
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect as Director Kirk S. Hachigian	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect as Director Steven C. Mizell	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect as Director Nicole Parent Haughey	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect as Director Lauren B. Peters	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect as Director Dean I. Schaffer	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect as Director Dev Vardhan	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect as Director Martin E. Welch, III	Against
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.10. Elect SHIN-MIN CHEN with SHAREHOLDER NO.J100657XXX as Independent Director	Against
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.11. Elect SHU-HSING LI with SHAREHOLDER NO.R120428XXX as Independent Director	Against
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.12. Elect ALAN WANG with SHAREHOLDER NO.F102657XXX as Independent Director	Against
NuVasive, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Leslie V. Norwalk	Against
NuVasive, Inc.	09-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Railway Signal & Communication Corporation Limited	09-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Renewal of the Financial Services Framework Agreement Between CRSC Group Finance Limited and China Railway Signal and Communication (Group) Corporation Limited and Its Related Party Transactions	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Steven T. Stull	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joseph W. Farrelly	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Thomas M. Hagerty	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Archie L. Jones, Jr.	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Hala G. Moddelmog	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joseph L. Goldstein	Against
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christine A. Poon	Against
Shift4 Payments, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jonathan Halkyard	Withhold
Shift4 Payments, Inc.	09-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Purchase of Structured Deposit with Internal Idle Fund	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve External Guarantee Arrangements	Against
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Authorize Board to Decide on Issuance of Debt Financing Instruments	Against
CMOC Group Limited	09-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Approve Formulation, Amendment and Improvement of the Internal Control Systems	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Asymchem Laboratories (Tianjin) Co., Ltd.	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
China Minsheng Banking Corp., Ltd.	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Shengyi Technology Co., Ltd.	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Provision of Guarantee	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5a. Elect Director Jonathan C. Burrell	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Joseph J. Hartnett	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5d. Elect Director Catherine A. Lewis	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5e. Elect Director Charles W. Peffer	Against
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paul Michaels	Against
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1I. Elect Director Debra Sandler	Against
Asana, Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sydney Carey	Withhold
Asana, Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Adam D'Angelo	Withhold
Hengdian Group DMEGC Magnetics Co., Ltd.	12-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Management Methods for the Use of Raised Funds	Against
LivaNova Plc	12-Jun-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
LivaNova Plc	12-Jun-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Stacy Seng 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
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Lukas Braunschweiler as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.7. Reelect Julie Tay as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3. Appoint Julie Tay as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Shockwave Medical, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director C. Raymond Larkin, Jr.	Withhold
Shockwave Medical, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Maria Sainz	Withhold
Taiwan Mobile Co., Ltd.	13-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.5. Elect HSUEH-JEN SUNG, with Shareholder No. R102960XXX, as Independent Director	Against
Taiwan Mobile Co., Ltd.	13-Jun-23	Taiwan	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	7. Approve Release of Restrictions of Competitive Activities of Director HSUEH-JEN SUNG	Against
Twilio Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Erika Rottenberg	Withhold
Twilio Inc.	13-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Block, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amy Brooks	Withhold
Matterport, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jason Krikorian	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Carol Arrowsmith as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Nathan Bostock as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Heidi Mottram as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Kevin O'Byrne as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Amber Rudd as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Scott Wheway as Director	Against
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Matthew Calkins	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert C. Kramer	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark Lynch	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director A.G.W. 'Jack' Biddle, III	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Shirley A. Edwards	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Barbara 'Bobbie' Kilberg	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director William D. McCarthy	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael J. Mulligan	Withhold
Appian Corporation	13-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kelly A. Ayotte	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David L. Calhoun	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Debra L. Reed-Klages	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan C. Schwab	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Civil Rights and Non-Discrimination Audit	Against
Pure Storage, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Roxanne Taylor	Withhold
Best Buy Co., Inc.	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director M. Michele Burns	Withhold
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fred Wilson	Withhold
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Douglas M. Baker, Jr.	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director George S. Barrett	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christine A. Leahy	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dmitri L. Stockton	Against
Incyte Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Julian C. Baker	Against
Incyte Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jean-Jacques Bienaime	Against
Incyte Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jacquelyn A. Fouse	Against
Incyte Corporation	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.3. Appoint Statutory Auditor Sakai, Ryuji	Against
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis Chew	Withhold
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark B. Templeton	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	2.b. Approve Remuneration of Directors	Against
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kirk E. Arnold	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Binet	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director W. Edmund Clark	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael E. Daniels	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Deanna Oppenheimer	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Simon Paris	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Barry Salzberg	Withhold
W. R. Berkley Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director W. Robert Berkley, Jr.	Against
W. R. Berkley Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Maria Luisa Ferre	Against
W. R. Berkley Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mark L. Shapiro	Against
PagerDuty, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sameer Dholakia	Withhold
PagerDuty, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jennifer Tejada	Withhold
PagerDuty, Inc.	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ZTO Express (Cayman) Inc.	14-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ZTO Express (Cayman) Inc.	14-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Ginlong Technologies Co., Ltd.	14-Jun-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ginlong Technologies Co., Ltd.	14-Jun-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Performance Shares Incentive Plan Implementation Assessment Management Measures	Against
Ginlong Technologies Co., Ltd.	14-Jun-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Blackbaud, Inc.	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Consensus Cloud Solutions, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elaine Healy	Against
China Longyuan Power Group Corporation Limited	15-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Budget Report	Against
China Longyuan Power Group Corporation Limited	15-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
China Longyuan Power Group Corporation Limited	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marcia J. Avedon	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Bennett J. Morgan	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David S. Harris	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles A. Elcan	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Mervyn L. Alphonso	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lee I. Fisher	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Anne C. MacMillan	Against
Asseco Poland SA	15-Jun-23	Poland	G	Routine Business - Routine Business	Approve Standard Accounting Transfers	5. Approve Creation of Reserve Capital via Transfer from Supplementary Capital	Against
Asseco Poland SA	15-Jun-23	Poland	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Share Repurchase Program	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Victor K. Lee	Withhold
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James C. Moyer	Withhold
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1e. Elect Michael Man Kit Leung as Director	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve Amended and Restated 2019 Share Incentive Plan	Against
Sanyo Denki Co., Ltd.	15-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamamoto, Shigeo	Against
Sanyo Denki Co., Ltd.	15-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kodama, Nobumasa	Against
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard C. Elias	Against
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elizabeth H. Gemmill	Against
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director C. Keith Hartley	Against
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Celia M. Joseph	Against
Universal Display Corporation	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Universal Display Corporation	15-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG LLP as Auditors	Against
Zheshang Securities Co., Ltd.	15-Jun-23	China	S	Social - Charitable Spending	Approve Charitable Donations	8. Approve External Donation Plan	Against
Zoom Video Communications, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H.R. McMaster	Withhold
Zoom Video Communications, Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William P. Donnelly	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Tony L. White	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ingersoll Rand Inc.	15-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect John Rishton as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Mary McDowell as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Gill Whitehead as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Louise Smalley as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Flaschen as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Joanne Wilson as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Zheng Yin as Director	Against
PROCEPT BioRobotics Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Antal Desai	Withhold
PROCEPT BioRobotics Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary Garrett	Withhold
Grifols SA	15-Jun-23	Spain	G	Director Election - Director Election	Elect Director	7.2. Reelect Tomas Daga Gelabert as Director	Against
Grifols SA	15-Jun-23	Spain	G	Director Election - Director Election	Elect Director	7.3. Reelect Carina Szpilka Lazaro as Director	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	12. Approve Stock Option Plan	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve Grant of Options to the Executive Chairman and CEO	Against
CRRC Corporation Limited	15-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	5. Approve Arrangement of Guarantees	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CRRC Corporation Limited	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and H Shares	Against
CRRC Corporation Limited	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	10. Approve Issuance of Debt Financing Instruments	Against
AppFolio, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alex Wolf	Withhold
AppFolio, Inc.	16-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Withhold
Asmedia Technology Inc.	16-Jun-23	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Issuance of Restricted Stocks	Against
CTBC Financial Holding Co., Ltd.	16-Jun-23	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Issuance of Restricted Stocks	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ming Hsieh	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William H. Neukom	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Judith Sim	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert E. Switz	Against
Simplex Holdings, Inc.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director and Audit Committee Member Hirota, Naoto	Against
Smartsheet Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director James N. White	Withhold
Yadea Group Holdings Ltd.	16-Jun-23	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.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Haitong Securities Co., Ltd.	16-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
Bank of Hangzhou Co., Ltd.	16-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	8. Amend Articles of Association	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Great Wall Motor Company Limited	16-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and H Shares	Against
Greentown Service Group Co. Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Greentown Service Group Co. Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6C. Authorize Reissuance of Repurchased Shares	Against
Greentown Service Group Co. Ltd.	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	7. Adopt 2023 Share option Scheme and Terminate 2018 Share Option Scheme	Against
Huayu Automotive Systems Co., Ltd.	16-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Daily Related Party Transactions	Against
Huayu Automotive Systems Co., Ltd.	16-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Related-Party Transaction Management System	Against
Huayu Automotive Systems Co., Ltd.	16-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Management System of Raised Funds	Against
TCL Technology Group Corp.	16-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft of Employee Share Purchase Plan	Against
TCL Technology Group Corp.	16-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
TCL Technology Group Corp.	16-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Tianqi Lithium Corp.	16-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Financial Institutions for Credit Lines and Provision of Related Guarantee	Against
Tianqi Lithium Corp.	16-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares or H Shares	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Grant of Share Options to Cheng Yixiao	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3.1. Adopt the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3.2. Authorize Board to Handle All Matters in Relation to the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3.3. Approve Scheme Mandate Limit in Relation to the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3.4. Approve Service Provider Sublimit in Relation to the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Huang Sidney Xuande as Director	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Ma Yin as Director	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Ningbo Tuopu Group Co., Ltd.	19-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	6. Approve Bill Pool Business	Against
Ningbo Tuopu Group Co., Ltd.	19-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	15. Approve Amendments to Articles of Association	Against
Orthofix Medical Inc.	19-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine M. Burzik	Against
Orthofix Medical Inc.	19-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael E. Paolucci	Against
Acciona SA	19-Jun-23	Spain	G	Director Election - Director Election	Elect Director	2.1. Reelect Jeronimo Marcos Gerard Rivero as Director	Against
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	3.1. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3.2. 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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Acciona SA	19-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Vikram Pandit	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Som Mittal	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nitin Sahney	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Guarantees Plan	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Daily Related Party Transactions and Signing of Daily Related Party Transaction Agreement	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Signing of Financial Services Agreement and Related Party Transaction	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	12. Approve Authorization of the Board to Issue Debt Financing Instruments	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13. Approve Remuneration of Directors	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	14. Approve Remuneration of Supervisors	Against
China Conch Venture Holdings Limited	20-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3c. Elect Chan Chi On (alias Derek Chan) as Director	Against
China Conch Venture Holdings Limited	20-Jun-23	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
China Conch Venture Holdings Limited	20-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Shona L. Brown	Against
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stanley Tang	Against
Evotec SE	20-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Gyenes	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Jones	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher Lafond	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Dianne Ledingham	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sharon Rowlands	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Larry Weber	Against
Pegasystems Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
SoftBank Corp.	20-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kojima, Shuji	Against
XPeng, Inc.	20-Jun-23	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
XPeng, Inc.	20-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Grocery Outlet Holding Corp.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Thomas F. Herman	Against
Grocery Outlet Holding Corp.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Erik D. Ragatz	Against
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
National Silicon Industry Group Co., Ltd.	20-Jun-23	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
National Silicon Industry Group Co., Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Application of Bank Credit Lines	Against
National Silicon Industry Group Co., Ltd.	20-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Application for Debt Financing Product Lines	Against
National Silicon Industry Group Co., Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Estimated Amount of External Guarantees	Against
Aluminum Corporation of China Limited	20-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve New Financial Services Agreement Between the Company and Chinalco Finance and the Proposed Caps Thereunder	Against
Aluminum Corporation of China Limited	20-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
Shanghai International Port (Group) Co., Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	7. Approve Provision of External Entrusted Loan	Against
Shenwan Hongyuan Group Co., Ltd.	20-Jun-23	China	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 for Additional A Shares and H Shares	Against
Chaozhou Three-Circle (Group) Co., Ltd.	20-Jun-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.1. Elect Zhang Wanzhen as Director	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charlene T. Begley	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Steven D. Black	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael R. Splinter	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alfred W. Zollar	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert Corti	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Barry Meyer	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert Morgado	Against
Ambarella, Inc.	21-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director D. Jeffrey Richardson	Withhold
Ambarella, Inc.	21-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth M. Schwarting	Withhold
Ambarella, Inc.	21-Jun-23	Cayman Islands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Denis J. O'Leary	Withhold
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Nagarro SE	21-Jun-23	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	6. Approve Increase in Size of Board to Four Members	Against
Nagarro SE	21-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Christian Bacherl to the Supervisory Board	Against
Nippon Yusen KK	21-Jun-23	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	5. Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Against
Powszechna Kasa Oszczednosci Bank Polski SA	21-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Powszechna Kasa Oszczednosci Bank Polski SA	21-Jun-23	Poland	G	Miscellaneous - Board Related	Company Specific-Board-Related	17. Approve Individual Suitability of Supervisory Board Members	Against
Powszechna Kasa Oszczednosci Bank Polski SA	21-Jun-23	Poland	G	Miscellaneous - Board Related	Company Specific-Board-Related	18. Approve Collective Suitability of Supervisory Board Members	Against
Rivian Automotive, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Karen Boone	Withhold
Rivian Automotive, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rose Marcario	Withhold
Rivian Automotive, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sumitomo Chemical Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tokura, Masakazu	Against
JD Health International Inc.	21-Jun-23	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
JD Health International Inc.	21-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5c. Authorize Reissuance of Repurchased Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JD Logistics, Inc.	21-Jun-23	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
JD Logistics, Inc.	21-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5c. Authorize Reissuance of Repurchased Shares	Against
Pharmaron Beijing Co., Ltd.	21-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	15. Approve Proposed Authorization of the Changes of Registered Capital and Amend Articles of Association	Against
Pharmaron Beijing Co., Ltd.	21-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
Pharmaron Beijing Co., Ltd.	21-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	24. Amend Articles of Association by Virtue of the Increase in Registered Capital	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Blake Irving	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stacy J. Smith	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patricia Morrison	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Dennis L. Via	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Luis Visoso	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Tadeu Carneiro	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.8. Elect Director Peter G. Meredith	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kgalema P. Motlanthe	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Equity Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve/Amend Non-Employee Director Deferred Share Unit Plan	5. Amend Deferred Share Unit Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Compensation	Amend Terms of Outstanding Options	6. Approve Extension of Option Term	Against
Okta, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Withhold
Okta, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert L. Dixon, Jr.	Withhold
Okta, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Benjamin Horowitz	Withhold
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christa Davies	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George J. Still, Jr.	Against
Workday, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Workday, Inc.	22-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
East Japan Railway Co.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	4.3. Elect Director and Audit Committee Member Mori, Kimitaka	Against
ORIX Corp.	22-Jun-23	Japan	G	Director Election - Proxy Contest	Removal of Existing Board Directors	2. Remove Incumbent Director Irie, Shuji	Against
QIAGEN NV	22-Jun-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.a. Reelect Metin Colpan to Supervisory Board	Against
QIAGEN NV	22-Jun-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.f. Reelect Lawrence A. Rosen to Supervisory Board	Against
QIAGEN NV	22-Jun-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.h. Reelect Elizabeth E. Tallett to Supervisory Board	Against
nCino, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jon Doyle	Withhold
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Persis S. Drell	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Mark L. Perry	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Stevens	Against
Verint Systems Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Crawford	Withhold
Verint Systems Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John Egan	Withhold
Verint Systems Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William Kurtz	Withhold
TPI Composites, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Philip J. Deutch	Withhold
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Atkins as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kal Atwal as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Horst Baier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Fumbi Chima as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Adam Crozier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Chris Kennedy as Director	Against
Monster Beverage Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary P. Fayard	Withhold
Monster Beverage Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven G. Pizula	Withhold
Monster Beverage Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark S. Vidergauz	Withhold
Monster Beverage Corporation	22-Jun-23	USA	G	Capitalization - Capital Increase	Increase Authorized Common Stock	5. Increase Authorized Common Stock	Against
Match Group, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NanoString Technologies, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director R. Bradley Gray	Withhold
NanoString Technologies, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Teresa Foy	Withhold
NanoString Technologies, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kirk D. Malloy	Withhold
NanoString Technologies, Inc.	23-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NanoString Technologies, Inc.	23-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Hirata Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Motoda, Naokuni	Against
Hirata Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Endo, Yasuhiko	Against
RAKUS Co., Ltd.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Matsuoka, Koji	Against
RAKUS Co., Ltd.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Abe, Natsuro	Against
Resona Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Minami, Masahiro	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Okubo, Tetsuo	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kawamoto, Hiroko	Against
Proterra, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jan R. Hauser	Withhold
Proterra, Inc.	23-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Maria C. Freire	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William A. Hawkins	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jesus B. Mantas	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric K. Rowinsky	Against
Biogen Inc.	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	12. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	13. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	14. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend Management Methods for Providing External Guarantees	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	18. Amend Related-Party Transaction Management System	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	19. Amend Management System of Raised Funds	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	20. Amend Management System for Providing External Investments	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	21. Amend Working System for Independent Directors	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	22. Amend Management System for Regulating Capital Exchanges with Related Parties	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hayama, Takatoshi	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Moe, Hidemi	Against
MS&AD Insurance Group Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Karasawa, Yasuyoshi	Against
MS&AD Insurance Group Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Hara, Noriyuki	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OBIC Business Consultants Co., Ltd.	26-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Anan, Tomonori	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sakurada, Kengo	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Okumura, Mikio	Against
Axonics, Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Esteban Lopez	Against
Axonics, Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert E. McNamara	Against
Axonics, Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Nancy Snyderman	Against
Axonics, Inc.	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Haier Smart Home Co., Ltd.	26-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Renewal of the Financial Services Framework Agreement and Its Expected Related-Party Transaction Limit with Haier Group Corporation and Haier Group Finance Co., Ltd.	Against
Masimo Corporation	26-Jun-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1a. Elect Management Nominee Director H Michael Cohen	Withhold
Masimo Corporation	26-Jun-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1b. Elect Management Nominee Director Julie A. Shimer	Withhold
Masimo Corporation	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Metallurgical Corp. of China Ltd.	26-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6. Approve Plan of Guarantees	Against
Metallurgical Corp. of China Ltd.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Amend Articles of Association	Against
Metallurgical Corp. of China Ltd.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	12. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Topchoice Medical Corp.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	7. Amend Articles of Association	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zhejiang NHU Co. Ltd.	26-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Zhejiang NHU Co. Ltd.	26-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gabrielle Sulzberger	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Overseeing Risks Related to Discrimination	Against
Mastercard Incorporated	27-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeffrey Blidner	Withhold
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Nancy Dorn	Withhold
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director David Mann	Withhold
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Lou Maroun	Withhold
China Southern Airlines Company Limited	27-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Southern Airlines Company Limited	27-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	8. Authorize Board to Issue Debt Financing Instruments Under the General Mandate	Against
China Southern Airlines Company Limited	27-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantees by Xiamen Airlines Company Limited to Its Subsidiaries	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kath Smith as Director	Against
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Bert Hoyt as Director	Against
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Helen Ashton as Director	Against
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Suzi Williams as Director	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Colleen Johnston	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Jeremy Levine	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Bank of Chengdu Co., Ltd.	27-Jun-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Financial Statements and Financial Budget Plan	Against
Bank of Chengdu Co., Ltd.	27-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	4. Amend Articles of Association	Against
China Merchants Bank Co., Ltd.	27-Jun-23	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP (Special General Partnership) as Domestic Auditor and Deloitte Touche Tohmatsu as Overseas Auditor and Authorize Board to Fix Their Remuneration	Against
ANA HOLDINGS INC.	27-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.1. Appoint Statutory Auditor Kano, Nozomu	Against
JFE Holdings, Inc.	27-Jun-23	Japan	G	Non-Routine Business - Non-Routine Business	Approve Alternative Income Allocation/Distribution Policy	3. Approve Alternative Allocation of Income, with No Final Dividend	Against
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Archana Agrawal	Withhold
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hope Cochran	Withhold
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dwight Merriman	Withhold
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan M. Silver	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kyungyeol Song	Withhold
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tanaka, Shigeyoshi	Against
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Aikawa, Yoshiro	Against
The Japan Steel Works Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsuo, Toshio	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.5. Appoint Statutory Auditor Ogino, Kojo	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2a. Elect Ge Li as Director	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2c. Elect Kenneth Walton Hitchner III as Director	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5a. Approve Amendments to the Restricted Share Award Scheme and Related Transactions	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5b. Approve Amendments to the Share Award Scheme for Global Partner Program and Related Transactions	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Adopt Scheme Mandate Limit	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Omar P. Abbosh	Withhold
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sarah R. Bond	Withhold
BlackBerry Limited	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael A. Daniels	Withhold
BlackBerry Limited	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Richard Lynch	Withhold
BlackBerry Limited	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director V. Prem Watsa	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Shira Goodman	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Marcella Shinder	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mitchell D. Steenrod	Against
CarMax, Inc.	27-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Box, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sue Barsamian	Against
Box, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jack Lazar	Against
Box, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Park	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Claudia Arney as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Catherine Bradley as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jeff Carr as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrew Cosslett as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sophie Gasperment as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Rakhi Goss-Custard as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Bill Lennie as Director	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.1. Elect Li Donglin as Director	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
China Railway Group Limited	28-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve Provision of External Guarantee by the Company	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shanghai Pudong Development Bank Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Financial Statements and Financial Budget Report	Against
Shanghai Pudong Development Bank Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	8. Approve Capital Management Plan	Against
Shanghai Pudong Development Bank Co., Ltd.	28-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Capital Bond Issuance Plan and Related Authorization	Against
China Three Gorges Renewables (Group) Co., Ltd.	28-Jun-23	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.	28-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Amount of Daily Related Party Transaction	Against
China Three Gorges Renewables (Group) Co., Ltd.	28-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Bond Financing Plan	Against
China Three Gorges Renewables (Group) Co., Ltd.	28-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	13. Amend Articles of Association	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Amano, Hiromasa	Against
Nissin Foods Holdings Co., Ltd.	28-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1. Appoint Statutory Auditor Kamei, Naohiro	Against
Nissin Foods Holdings Co., Ltd.	28-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5. Appoint Alternate Statutory Auditor Sugiura, Tetsuro	Against
Obayashi Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Obayashi, Takeo	Against
Obayashi Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Hasuwa, Kenji	Against
Riken Keiki Co., Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Miyaguchi, Takehito	Against
China Overseas Land & Investment Ltd.	28-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	28-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Approve Amendments to the Related Party Transaction Management System	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	28-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
Wingtech Technology Co., Ltd.	28-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Guarantee Plan	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director	2b. Elect Chau Shing Yim, David as Director	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	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 Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Adopt New Share Option Scheme and Terminate Share Options Scheme Adopted by the Company on 31 October 2013	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Adopt Scheme Mandate Limit	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	10. Adopt Service Provider Sublimit	Against
Chongqing Changan Automobile Co. Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	10. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Chongqing Changan Automobile Co. Ltd.	28-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Chongqing Changan Automobile Co. Ltd.	28-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Weichai Power Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Financial Budget Report	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	13. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	14. Approve Venture Capital Investment with Self-Owned Funds	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	3. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	4. Approve Venture Capital Investment with Self-Owned Funds	Against
Anhui Gujing Distillery Co., Ltd.	29-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Independent Director System	Against
Gemdale Corp.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantee Authorization	Against
Gemdale Corp.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Financial Assistance Provision Authorization	Against
China Datang Corporation Renewable Power Co., Limited	29-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Plan	Against
China Datang Corporation Renewable Power Co., Limited	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kitajima, Yoshitoshi	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kitajima, Yoshinari	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Morigayama, Kazuhisa	Against
Shimizu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Miyamoto, Yoichi	Against
Shimizu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Inoue, Kazuyuki	Against
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Onodera, Kenichi	Against
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nishima, Kojun	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.4. Appoint Statutory Auditor Hasegawa, Naoko	Against
Tokyu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nomoto, Hirofumi	Against
Tokyu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Takahashi, Kazuo	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Stephen Daintith as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect David Hutchison as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Lesley Knox as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Coline McConville as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Peter McKellar as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Alexandra Schaapveld as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.A. Reelect Enrique Diaz-Tejeiro Gutierrez as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.B. Reelect Manuel Azpilicueta Ferrer as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.C. Reelect Carlos Francisco Abad Rico as Director	Against
China Industrial Securities Co. Ltd.	29-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	5. Amend Articles of Association	Against
China Industrial Securities Co. Ltd.	29-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Authorization of Domestic Debt Financing Instruments	Against
China Industrial Securities Co. Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Authorization to Provision of Guarantee	Against
China Tourism Group Duty Free Corporation Limited	29-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Deposit Services and the Renewal of Annual Caps under the Financial Services Agreement with CTG Finance Company Limited	Against
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Luzhou Laojiao Co., Ltd.	29-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	7. Amend Management Methods for Raised Funds	Against
Zoomlion Heavy Industry Science and Technology Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	11. Approve Provision of Guarantees in Favour of 43 Subsidiaries and Authorize Board to Adjust the Available Guarantee Amount Between the Guaranteed Parties	Against
Zoomlion Heavy Industry Science and Technology Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	12. Approve Carrying Out of Low Risk Investments and Financial Management and Authorize the Chairman to Make All Investment Decisions and Execute Relevant Contracts and Agreements	Against
Zoomlion Heavy Industry Science and Technology Co., Ltd.	29-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	19. Authorize Chairman of the Board or His Authorized Persons to Determine Matters in Connection with Registration of Debt Financing Instrument and Issue of Debt Securities	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	7. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend Related-Party Transaction System	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Providing External Guarantee System	Against
Domo, Inc.	30-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Joshua G. James	Withhold
Domo, Inc.	30-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jeff Kearn	Withhold
Domo, Inc.	30-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John Pestana	Withhold
Domo, Inc.	30-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Domo, Inc.	30-Jun-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
China Merchants Securities Co., Ltd.	30-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
Postal Savings Bank of China Co., Ltd.	30-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	8. Amend Articles of Association	Against
Postal Savings Bank of China Co., Ltd.	30-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Meituan	30-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Wang Huiwen as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	10. Approve Amendments to the Post-IPO Share Option Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	11. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	12. Approve the Scheme Limit	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve the Service Provider Sublimit	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	14. Approve Issuance of Class B Shares to Orr Gordon Robert Halyburton Under the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	15. Approve Issuance of Class B Shares to Leng Xuesong Under the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	16. Approve Issuance of Class B Shares to Shum Heung Yeung Harry Under the Post-IPO Share Award Scheme and Related Transactions	Against
Beijing-Shanghai High-Speed Railway Co., Ltd.	30-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	8. 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
China International Capital Corporation Limited	30-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
China International Capital Corporation Limited	30-Jun-23	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Accounting Firm and Deloitte Touche Tohmatsu as International Accounting Firm and Authorize Board to Fix Their Remuneration	Against
China Vanke Co., Ltd.	30-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Authorization of Guarantee by the Company and Its Majority-Owned Subsidiaries to Other Majority-Owned Subsidiaries	Against
China Vanke Co., Ltd.	30-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares and/or A Shares	Against
China Vanke Co., Ltd.	30-Jun-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.1. Elect Hu Guobin as Director	Against
Gree Electric Appliances, Inc. of Zhuhai	30-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	10. Approve Bill Pool Business	Against
Sany Heavy Industry Co., Ltd.	30-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Sany Heavy Industry Co., Ltd.	30-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
Sany Heavy Industry Co., Ltd.	30-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Bank of Jiangsu Co., Ltd.	03-Jul-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Bank of Jiangsu Co., Ltd.	03-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Bank of Jiangsu Co., Ltd.	03-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. 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
Shenzhen Capchem Technology Co., Ltd.	03-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Adjustment of the Grant Price of the Initial and Reserved Grant Shares Under the Performance Share Incentive Plan	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Long-Term Incentive Plan	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sunil Bharti Mittal as Director	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Andrew Green as Director	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Douglas Baillie as Director	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ravi Rajagopal as Director	Against
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Teresa Briggs	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Burton	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.6. Elect Nikolaos Velissariou as Director	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.8. Elect Fotios Tzigos as Independent Director	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.9. Elect Marios Lasanianos as Independent Director	Against
Land Securities Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Edward Bonham Carter as Director	Against
Land Securities Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Nicholas Cadbury as Director	Against
Land Securities Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Christophe Evain as Director	Against
Sichuan Road & Bridge Co., Ltd.	06-Jul-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	4. Approve Formulation of Articles of Association (Draft) (Applicable After the Listing of GDR)	Against
Ovctek China, Inc.	06-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Draft and Summary of Performance Shares Incentive Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ovctek China, Inc.	06-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Methods to Assess the Performance of Plan Participants	Against
Ovctek China, Inc.	06-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Authorization of the Board to Handle All Related Matters	Against
E2open Parent Holdings, Inc.	07-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ryan Hinkle	Withhold
E2open Parent Holdings, Inc.	07-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Timothy Maudlin	Withhold
Chow Tai Fook Jewellery Group Ltd.	07-Jul-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3d. Elect Kwong Che-Keung, Gordon as Director	Against
Chow Tai Fook Jewellery Group Ltd.	07-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Chow Tai Fook Jewellery Group Ltd.	07-Jul-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Adopt 2023 Share Award Scheme and Terminate 2021 Share Option Scheme	Against
Alstom SA	11-Jul-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Henri Poupart-Lafarge as Director	Against
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine L. (Katie) Burke	Withhold
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David K. Hunt	Withhold
Black Knight, Inc.	12-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lingyi iTech (Guangdong) Co.	12-Jul-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adjustment of Matters Related to Employee Share Purchase Plan	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anthony Bates	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dell	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon Durban	Against
RS Group Plc	13-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Adam Crozier as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Adel Al-Saleh 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
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Isabel Hudson as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Matthew Key as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Allison Kirkby as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Sara Weller as Director	Against
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Castelli	Withhold
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James Nelson	Withhold
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Martin H. Nesbitt	Withhold
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raymond Svider	Withhold
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.3. Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	Against
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.4. Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	1. Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	2. Approve Implementation of Assessment Management Methods for Performance of Plans Participants	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Verification of the List of Incentive Objects for Stock Option Plan and Performance Share Incentive Plan	Against
Zhejiang Century Huatong Group Co., Ltd.	17-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Approve to Update the Rules and Procedures Regarding Meetings of Board of Directors	Against
Zhejiang Century Huatong Group Co., Ltd.	17-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. Approve to Update the Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Zhejiang Century Huatong Group Co., Ltd.	17-Jul-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	4. Approve to Update the 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
ChargePoint Holdings, Inc.	18-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce Chizen	Withhold
ChargePoint Holdings, Inc.	18-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Constellation Brands, Inc.	18-Jul-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Judy A. Schmeling	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	18-Jul-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Provision of Full Guarantees and Issuance of Letters of Guarantee on Behalf of Majority-Owned Subsidiaries in South Africa	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	18-Jul-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Variation of Guarantee for the Wind Turbines Supply and Installation Contract and Service Contract of Goldwind New Energy South Africa (PTY) Ltd.	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect Alison Brittain as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	10. Re-elect Caroline Donahue as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	11. Re-elect Luiz Fleury as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Howell as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	14. Re-elect Mike Rogers as Director	Against
Remy Cointreau SA	20-Jul-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Remy Cointreau SA	20-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Eric Vallat, CEO	Against
Remy Cointreau SA	20-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman of the Board	Against
Remy Cointreau SA	20-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
Santander Bank Polska SA	20-Jul-23	Poland	G	Miscellaneous - Board Related	Company Specific-Board-Related	5. Approve Collective Suitability of Supervisory Board Members	Against
Santander Bank Polska SA	20-Jul-23	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Supervisory Board Member	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Rita Forst as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jane Griffiths as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Xiaozhi Liu as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Chris Mottershead as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John O'Higgins as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Patrick Thomas as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Doug Webb as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Lady Elish Angiolini as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect John Bason as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Tony Cocker as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Debbie Crosbie as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Helen Mahy as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir John Manzoni as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Melanie Smith as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Dame Angela Strank as Director	Against
Giga Device Semiconductor, Inc.	20-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Stock Option Incentive Plan and Its Summary	Against
Giga Device Semiconductor, Inc.	20-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Methods to Assess the Performance of Plan Participants	Against
Giga Device Semiconductor, Inc.	20-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Authorization of the Board to Handle All Related Matters of the Stock Option Incentive Plan	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director W. Roy Dunbar	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Mantia	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Martinez	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kathleen Wilson-Thompson	Against
McKesson Corporation	21-Jul-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Topsports International Holdings Limited	21-Jul-23	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
Topsports International Holdings Limited	21-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sir David Higgins as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Liam Butterworth as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kath Cates as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Alison Goligher as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Paulette Rowe as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Doug Webb as Director	Against
Blink Charging Co.	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ritsaart J.M. van Montfrans	Withhold
Blink Charging Co.	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jack Levine	Withhold
Blink Charging Co.	24-Jul-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Columbus McKinnon Corporation	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathryn V. Roedel	Against
Columbus McKinnon Corporation	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Aziz S. Aghili	Against
Columbus McKinnon Corporation	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeanne Beliveau-Dunn	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Victoria E. Ossadnik	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Jean-Francois van Boxmeer as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Stephen Carter as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Michel Demare as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect David Nish as Director	Against
DXC Technology Company	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director David A. Barnes	Against
DXC Technology Company	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Raul J. Fernandez	Against
DXC Technology Company	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David L. Herzog	Against
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard T. Carucci	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alex Cho	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Juliana L. Chugg	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director W. Rodney McMullen	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Clarence Otis, Jr.	Withhold
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	9. Re-elect Peter Bamford as Director	Against
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	12. Re-elect Ron McMillan as Director	Against
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	13. Re-elect Tiffany Hall as Director	Against
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	14. Re-elect Paula MacKenzie as Director	Against
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Doug Mellinger	Withhold
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Marcum, LLP as Auditors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Capitalization - Capital Increase	Increase Authorized Common Stock	3. Increase Authorized Common Stock	Against
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Routine Business - Routine Business	Other Business	5. Other Business	Against
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director James Shannon	Against
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Richard C. Breeden	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Cynthia L. Feldmann	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Jacqueline B. Kosecoff	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Nicola M Wakefield Evans as Director	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Adopt Remuneration Report	Against
Kyndryl Holdings, Inc.	27-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John D. Harris, II	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.1. Elect Zhu Huarong as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.2. Elect Zhang Bo as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.4. Elect Wang Jun as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.6. Elect Zhang Deyong as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.1. Elect Cao Xingquan 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
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.2. Elect Yang Xinmin as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.3. Elect Li Keqiang as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.4. Elect Ding Wei as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.5. Elect Tang Guliang as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.6. Elect Zhang Ying as Director	Against
Sanan Optoelectronics Co. Ltd.	27-Jul-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Employee Share Purchase Plan (Draft) and Summary	Against
Sanan Optoelectronics Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.1. Elect Huang Xingluan as Director	Against
Sanan Optoelectronics Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.2. Elect Kang Junyong as Director	Against
Mainfreight Limited	27-Jul-23	New Zealand	G	Director Election - Director Election	Elect Director	1. Elect Bryan Mogridge as Director	Against
Shandong Hualu-Hengsheng Chemical Co., Ltd.	28-Jul-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Cirrus Logic, Inc.	28-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Deirdre R. Hanford	Withhold
Cirrus Logic, Inc.	28-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Catherine P. Lego	Withhold
Cirrus Logic, Inc.	28-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David J. Tupman	Withhold
National Bank of Greece SA	28-Jul-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	11. Approve Share Distribution Plan	Against
Allegro MicroSystems, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard R. Lury	Withhold
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Heather Ann McSharry	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Anne O'Riordan	Against
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Rick E. Winningham	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Patrick Pichette	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dale Murray	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Nathalie Gaveau	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Re-approve Omnibus Incentive Plan	Against
Nikola Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen J. Girsky	Withhold
Nikola Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary L. Petrovich	Withhold
Nikola Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bruce L. Smith	Withhold
Nikola Corporation	03-Aug-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Nikola Corporation	03-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon Allen	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Allen Gibson	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alan Schumacher	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Mary Elizabeth West	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Scott Wille	Against
Unigroup Guoxin Microelectronics Co., Ltd.	04-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.1. Elect Ma Daojie as Director	Against
Spectrum Brands Holdings, Inc.	08-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sherianne James	Against
Spectrum Brands Holdings, Inc.	08-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Hugh R. Rovit	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Draft and Summary on Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Management Method of Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Authorization of the Board to Handle All Matters Related to the Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	5. Approve Draft and Summary on Stock Option Incentive Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Methods to Assess the Performance of Plan Participants	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Authorization of the Board to Handle All Matters Related to the Stock Option Incentive Plan	Against
ATS Corporation	10-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dave W. Cummings	Withhold
ATS Corporation	10-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kirsten Lange	Withhold
ATS Corporation	10-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director David L. McAusland	Withhold
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rachel A. Gonzalez	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Luis A. Ubinas	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Alibaba Health Information Technology Limited	11-Aug-23	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
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	9a. Amend Share Award Scheme	Against
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9b. Adopt Scheme Mandate Limit	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9c. Adopt Service Provider Sublimit	Against
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	9d. Authorize Any Director or Company Secretary to Deal with All Matters in Relation to the Proposed Amendments, Scheme Mandate Limit and Service Provider Sublimit	Against
Yintai Gold Co., Ltd.	14-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.5. Elect Xie Xuelin as Director	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ralph G. Quinsey	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Judy Bruner	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffery R. Gardner	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Roderick D. Nelson	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Walden C. Rhines	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan L. Spradley	Against
Zhejiang Huayou Cobalt Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Zhejiang Huayou Cobalt Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Measures for the Administration of the Assessment of Performance Shares Incentive Plans	Against
Zhejiang Huayou Cobalt Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Inner Mongolia Yili Industrial Group Co., Ltd.	15-Aug-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1. Approve Draft and Summary of Stock Ownership Plan	Against
Inner Mongolia Yili Industrial Group Co., Ltd.	15-Aug-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Approve Stock Ownership Plan Management Rules	Against
Yunda Holding Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Stock Option Incentive Plan and Its Summary	Against
Yunda Holding Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Methods to Assess the Performance of Plan Participants	Against
Yunda Holding Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Approve Authorization of the Board to Handle All Related Matters	Against
New Relic, Inc.	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Anne DeSanto	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
New Relic, Inc.	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Takeshi Numoto	Withhold
New Relic, Inc.	16-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Shanghai RAAS Blood Products Co., Ltd.	16-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Shanghai RAAS Blood Products Co., Ltd.	16-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
Shanghai RAAS Blood Products Co., Ltd.	16-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Xero Limited	17-Aug-23	New Zealand	G	Director Election - Director Election	Elect Director	2. Elect Mark Cross as Director	Against
Infratil Limited	17-Aug-23	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	5. Approve the Increase in Maximum Aggregate Remuneration of Directors	Against
Walvax Biotechnology Co., Ltd.	21-Aug-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	5. Amend Implementing Rules for Cumulative Voting System	Against
Walvax Biotechnology Co., Ltd.	21-Aug-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	6. Amend Working System for Independent Directors	Against
Microchip Technology Incorporated	22-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Wade F. Meyercord	Against
Microchip Technology Incorporated	22-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Karen M. Rapp	Against
Wingtech Technology Co., Ltd.	22-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Stock Option Incentive Plan and Its Summary	Against
Wingtech Technology Co., Ltd.	22-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Methods to Assess the Performance of Plan Participants	Against
Wingtech Technology Co., Ltd.	22-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Authorization of the Board to Handle All Related Matters	Against
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rick McConnell	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Capone	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen Lifshatz	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	23-Aug-23	Netherlands	G	Director Election - Director Election	Elect Director	8.2. Reelect Rachel Jafta as Non-Executive Director	Against
Prosus NV	23-Aug-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against
Elekta AB	24-Aug-23	Sweden	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	21.a. Amend Articles Re: Editorial Changes	Against
Elekta AB	24-Aug-23	Sweden	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	21.b. Amend Articles Re: Governance-Related	Against
Elekta AB	24-Aug-23	Sweden	G	Director Related - Board Related	Establish a Nominating Committee	21.c. Amend Procedures for Nomination Committee	Against
Elekta AB	24-Aug-23	Sweden	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	21.d. Instruct Board to Investigate the Conditions for the Introduction of Performance-Based Remuneration for Members of the Board	Against
Contemporary Amperex Technology Co., Ltd.	24-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Contemporary Amperex Technology Co., Ltd.	24-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
Contemporary Amperex Technology Co., Ltd.	24-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Mesa Laboratories, Inc.	25-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jennifer S. Alltoft	Withhold
Mesa Laboratories, Inc.	25-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Shannon M. Hall	Withhold
Mesa Laboratories, Inc.	25-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
VERBIO Vereinigte BioEnergie AG	25-Aug-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.1. Elect Alexander von Witzleben to the Supervisory Board	Against
VERBIO Vereinigte BioEnergie AG	25-Aug-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.2. Elect Ulrike Kraemer to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VERBIO Vereinigte BioEnergie AG	25-Aug-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.3. Elect Klaus Niemann to the Supervisory Board	Against
Maxscend Microelectronics Co., Ltd.	25-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.2. Elect FENG CHENHUI as Director	Against
Maxscend Microelectronics Co., Ltd.	25-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.1. Elect Xu Wei as Director	Against
Iflytek Co., Ltd.	28-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	1. Approve Revised Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against
Iflytek Co., Ltd.	28-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	2. Approve Implementation of Assessment Management Methods for Performance of Plan Participants (Revised)	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Martha Bejar	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Vivie "YY" Lee	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Allison Pickens	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Ernst & Young LLP as Auditors	Against
Digital Turbine, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert Deutschman	Withhold
Digital Turbine, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mohan S. Gyani	Withhold
Digital Turbine, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michelle Sterling	Withhold
Digital Turbine, Inc.	29-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fisher & Paykel Healthcare Corporation Limited	29-Aug-23	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	3. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against
Fisker, Inc.	30-Aug-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Act by Written Consent	3. Provide Right to Act by Written Consent	Against
Guangzhou Tinci Materials Technology Co., Ltd.	31-Aug-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Guangzhou Tinci Materials Technology Co., Ltd.	31-Aug-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend Related Party Transaction Management System	Against
Guangzhou Tinci Materials Technology Co., Ltd.	31-Aug-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend the Financing and External Guarantee Management System	Against
Zhejiang Century Huatong Group Co., Ltd.	31-Aug-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Provision of Guarantee	Against
Sunwoda Electronic Co., Ltd.	04-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.2. Elect Xiao Guangyu as Director	Against
Sunwoda Electronic Co., Ltd.	04-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.2. Elect Zhang Jianjun as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Geoff Drabble as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Miles Roberts as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Celia Baxter as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Alan Johnson as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Alina Kessel as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect David Robbie as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Louise Smalley as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Nikesh Arora as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Clay Brendish as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert 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
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keyu Jin as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Wendy Luhabe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Clay Brendish as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Keyu Jin as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Walker as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Angus Cockburn as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lucinda Riches as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tanya Fratto as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lindsley Ruth as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Jill Easterbrook as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Renata Ribeiro as Director	Against
Sectra AB	07-Sep-23	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Torbjorn Kronander as Director	Against
Sectra AB	07-Sep-23	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Jan-Olof Bruer 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
Sectra AB	07-Sep-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14. Reappoint Jan-Olof Bruer as Board Chair	Against
Sectra AB	07-Sep-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Michael Dobson as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Rachel Downey as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andy Kemp as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Natasha Adams as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect William Jackson as Director	Against
Shanghai Bairun Investment Holding Group Co., Ltd.	11-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against
Gen Digital Inc.	12-Sep-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	12-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Yifeng Pharmacy Chain Co., Ltd.	12-Sep-23	China	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	4. Approve Provision of Guarantee	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Walter J. Aspatore	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Therese M. Bobek	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Brian J. Cadwallader	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Darren M. Dawson	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mark D. Schwabero	Against
Powszechny Zakład Ubezpieczeń SA	13-Sep-23	Poland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	5.1. Recall Supervisory Board Member	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Powszechny Zaklad Ubezpieczen SA	13-Sep-23	Poland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	5.2. Elect Supervisory Board Member	Against
Powszechny Zaklad Ubezpieczen SA	13-Sep-23	Poland	G	Director Related - Board Related	Company-Specific Board-Related	6. Approve Collective Suitability of Supervisory Board Members	Against
Powszechny Zaklad Ubezpieczen SA	13-Sep-23	Poland	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	7. Approve Decision on Covering Costs of Convocation of EGM	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director T. Michael Nevens	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathryn M. Hill	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director George T. Shaheen	Against
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect David Keens as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jill Easterbrook as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jeni Mundy as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Sigga Sigurdardottir as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jasvinder Gakhal as Director	Against
NetScout Systems, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Joseph G. Hadzima, Jr.	Withhold
NetScout Systems, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher Perretta	Withhold
NetScout Systems, Inc.	14-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randy Fowlie	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Fraser	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ann M. Powell	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Deborah Weinstein	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anil Arora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas "Tony" K. Brown	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Melissa Lora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ruth Ann Marshall	Against
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
China Ruyi Holdings Limited	15-Sep-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yongxing Special Materials Technology Co., Ltd.	15-Sep-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. Amend Working System for Independent Directors	Against
Yongxing Special Materials Technology Co., Ltd.	15-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Amend Raised Funds Management System	Against
Zhejiang Chint Electrics Co., Ltd.	15-Sep-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Financial Services Supplemental Agreement	Against
Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.	15-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Approve Amendments to Articles of Association	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	1. Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10.1. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10.2. Amend Working System for Independent Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dornemann	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J Moses	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael Sheresky	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director LaVerne Srinivasan	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ellen Siminoff	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
Ming Yang Smart Energy Group Co., Ltd.	26-Sep-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee	Against
Microvast Holdings, Inc.	27-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Arthur Wong	Withhold
Tianqi Lithium Corp.	27-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Association	Against
Tianqi Lithium Corp.	27-Sep-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Rules of Procedures for the Shareholders' General Meeting	Against
Tianqi Lithium Corporation	27-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Association	Against
Tianqi Lithium Corporation	27-Sep-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Rules of Procedures for Shareholders' General Meeting	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles A. Blixt	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert J. Coviello	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director W.G. Jurgensen	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Hala G. Modellmog	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Maria Renna Sharpe	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alibaba Group Holding Limited	28-Sep-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maggie Wei Wu	Against
Alibaba Group Holding Limited	28-Sep-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kabir Misra	Against
Marathon Digital Holdings, Inc.	29-Sep-23	USA	G	Routine Business - Routine Business	Other Business	2. Other Business	Against
C3.ai, Inc.	04-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael G. McCaffery	Withhold
C3.ai, Inc.	04-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stephen M. Ward, Jr.	Withhold
C3.ai, Inc.	04-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
C3.ai, Inc.	04-Oct-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Elastic N.V.	05-Oct-23	Netherlands	G	Director Election - Director Election	Elect Director	1c. Elect Director Caryn Marooney	Against
Ginlong Technologies Co., Ltd.	09-Oct-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Amend the Work Rules for Independent Directors	Against
Freshpet, Inc.	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Leta D. Priest	Withhold
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joseph Jimenez	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jon R. Moeller	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against
The Procter & Gamble Company	10-Oct-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks Related to Operations in China	Against
CSL Limited	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Carolyn Hewson as Director	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas F. Bonadio	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph G. Doody	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Pamela A. Joseph	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kevin A. Price	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Joseph M. Tucci	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Maxine Brenner as Director	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3c. Elect Bridget Loudon as Director	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3d. Elect Elana Rubin as Director	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Katie Bickerstaffe as Director	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jock Lennox as Director	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Chris Weston as Director	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig Arnold	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Scott C. Donnelly	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise M. O'Leary	Against
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenda M. Dorchak	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director John C. Hodge	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Clyde R. Hosein	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Darren R. Jackson	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Duy-Loan T. Le	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John B. Replogle	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Marvin A. Riley	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thomas H. Werner	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Wolfspeed, Inc.	23-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
EVE Energy Co., Ltd.	23-Oct-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve to Adjust the Company-Level Performance Assessment Indicators of the Fourth Phase of the Performance Shares Incentive Plan	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Judy Bruner	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael R. Cannon	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard L. Clemmer	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Jay L. Geldmacher	Against
Synaptics Incorporated	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nelson C. Chan	Against
Synaptics Incorporated	24-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Synaptics Incorporated	24-Oct-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify KPMG LLP as Auditors	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerald S. Adolph	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John F. Barrett	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melanie W. Barstad	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Karen L. Carnahan	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald W. Tysoe	Against
EBOS Group Limited	24-Oct-23	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	2. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lance M. Fritz	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda A. Harty	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ake Svensson	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Laura K. Thompson	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director James L. Wainscott	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2a. Elect Director Robert V. Baumgartner	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2c. Elect Director John L. Higgins	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2g. Elect Director Alpna Seth	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Woolworths Group Limited	26-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Scott Perkins as Director	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Approve Changes of Registered Capital and Amend Articles of Association	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Approve Changes of Registered Capital and Amend Articles of Association	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. 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.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	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.	27-Oct-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	3. Amend Rules of Procedures of General Meeting	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	4. Amend Rules of Procedures of General Meeting	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Delfin Sarl	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate 1 Submitted by Delfin Sarl	Against
Hengtong Optic-Electric Co., Ltd.	30-Oct-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Approve Formulation of the Company's Incentive Fund Provision Management Measures	Against
Hengtong Optic-Electric Co., Ltd.	30-Oct-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	3. Approve Formulation of the Company's Incentive Fund Award Plan	Against
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert Calderoni	Against
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kevin Kennedy	Against
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary Moore	Against
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Marie Myers	Against
Qantas Airways Limited	03-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2d. Elect Belinda Hutchinson as Director	Against
Qantas Airways Limited	03-Nov-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	3. Approve Participation of Vanessa Hudson in the Long Term Incentive Plan	Against
Qantas Airways Limited	03-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Draft and Summary of Phase 5 Stock Option Incentive Plan	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Methods to Assess the Performance of Plan Participants	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Authorization of Board to Handle All Related Matters	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Phase 10 Employee Share Purchase Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	5. Approve Management Method of Phase 10 Employee Share Purchase Plan	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	6. Approve Authorization of the Board to Handle All Matters Related to the Phase 10 Employee Share Purchase Plan	Against
Bank of Chengdu Co., Ltd.	07-Nov-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Cannon	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Bethany J. Mayer	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Abhijit Y. Talwalkar	Against
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary on Employee Share Purchase Plan	Against
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	7. Amend Working System for Independent Directors	Against
National Silicon Industry Group Co., Ltd.	07-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Amend Management System for the Use of Raised Funds	Against
National Silicon Industry Group Co., Ltd.	07-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	3. Amend Related-Party Transaction Management System	Against
National Silicon Industry Group Co., Ltd.	07-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Amend Management System for Providing External Guarantees	Against
Viavi Solutions Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Richard E. Belluzzo	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Viavi Solutions Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Keith Barnes	Against
Viavi Solutions Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Laura Black	Against
Allkem Ltd.	08-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Florencia Heredia as Director	Against
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ingrid J. Burton	Withhold
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles P. Carinalli	Withhold
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kathleen M. Holmgren	Withhold
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John C. Shoemaker	Withhold
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pamela L. Carter	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert N. Duels	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Eileen K. Murray	Against
Coherent Corp.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joseph J. Corasanti	Against
Coherent Corp.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Patricia Hatter	Against
Ningbo Deye Technology Co., Ltd.	13-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Approve Amendment and Addition of Company's Management Systems	Against
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Matthew C. Flanigan	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jacque R. Fiegel	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laura G. Kelly	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Curtis A. Campbell	Withhold
AngioDynamics, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Eileen O. Auen	Withhold
AngioDynamics, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jan Stern Reed	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AngioDynamics, Inc.	14-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cardinal Health, Inc.	15-Nov-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Western Digital Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas Caulfield	Against
Western Digital Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephanie A. Streeter	Against
Western Digital Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Miyuki Suzuki	Against
Western Digital Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brenda L. Freeman	Against
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Avid Modjtabei	Against
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Adalio T. Sanchez	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Mike Biggs as Director	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Peter Duffy as Director	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tracey Graham as Director	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mark Pain as Director	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carol Burt	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen Drexler	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard "Rich" Sulpizio	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald "Ron" Taylor	Against
Gotion High-tech Co., Ltd	16-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Approve Formulation of External Donation Management System	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Penelope A. Herscher	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Julia S. Johnson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lumentum Holdings Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Janet S. Wong	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lachlan K. Murdoch	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William A. Burck	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roland A. Hernandez	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul D. Ryan	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel J. Brutto	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry C. Glasscock	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John M. Hinshaw	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alison Kenney Paul	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	Against
Sysco Corporation	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Angela Wei Dong	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fabrizio Freda	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary M. Lauder	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jane Lauder	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tianqi Lithium Corporation	17-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	1. Amend Policy for Selection and Appointment of Accounting Firms	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Iain Ferguson as Director	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Lysanne Gray as Director	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lesley Knox as Director	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jason Chin as Director	Against
NextDC Ltd.	24-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Stuart Davis as Director	Against
SHIFT, Inc.	24-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tange, Masaru	Against
SHIFT, Inc.	24-Nov-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Arai, Yusuke	Against
Ramsay Health Care Limited	28-Nov-23	Australia	G	Director Election - Director Election	Elect Director	3.1. Elect Michael Stanley Siddle as Director	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly Baker	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Geoff Drabble	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director Catherine Halligan	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Brian May	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan Murray	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas Schmitt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Grant H. Hill	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Sarah Hofstetter	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mary Alice Dorrance Malone	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kurt T. Schmidt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Archbold D. van Beuren	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Sir David McMurtry as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect John Deer as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Catherine Glickman as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir David Grant as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Juliette Stacey as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Stephen Wilson as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Chris Stone as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Julie Chakraverty as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jennifer Duvalier as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Lynn Fordham as Director	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Manuel A. Fernandez	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Barbara J. Beck	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly S. Grant	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey M. Overly	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Warren M. Thompson	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adoption of the 2023 Employee Stock Ownership Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.2. Elect Zhang Dongbin as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.4. Elect Tan Zui as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.1. Elect Zhu Yihong as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.2. Elect Zhu Chenggang as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.3. Elect Sha Liangliang as Director	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director D. Bruce Sewell	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John F. Sorte	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Peter A. Vaughn	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Bill Holdings, Inc.	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Kight	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gamuda Berhad	07-Dec-23	Malaysia	G	Director Election - Director Election	Elect Director	5. Elect Chia Aun Ling as Director	Against
Gamuda Berhad	07-Dec-23	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Against
Darktrace Plc	07-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Gordon Hurst as Director	Against
Darktrace Plc	07-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Lord Willetts as Director	Against
Darktrace Plc	07-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Paul Harrison as Director	Against
Goodwe Technologies Co., Ltd.	07-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles Board-Related	1. Amend Articles of Association and Management Systems	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel J. Englander	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas N. Tryforos	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Diane M. Morefield	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Cherylyn Harley LeBon	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Carl D. Sparks	Against
Copart, Inc.	08-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Nutanix, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Steven J. Gomo	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Graham Allan as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Wolfhart Hauser as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Michael McLintock as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Dame Heather Rabbatts as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Richard Reid as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Deanna Oppenheimer as Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Roger Perkin as Director	Abstain
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Andrea Blance as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Moni Mannings as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Penny James as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Darren Pope as Director	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend and Restate the Articles of Association	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	5.1. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5.2. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5.3. Amend Working System for Independent Directors	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.4. Amend Management System for Raised Funds	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.5. Amend Decision-making System for Related-Party Transaction	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.6. Amend Management System for Providing External Guarantees	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.7. Amend Management System for Providing External Investments	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.8. Amend Management System for Securities Investment, Futures and Derivatives Trading	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5.9. 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
Fabrinet	12-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.1. Elect Director Seamus Grady	Withhold
Fabrinet	12-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas F. Kelly	Withhold
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
TuSimple Holdings Inc.	13-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mo Chen	Withhold
TuSimple Holdings Inc.	13-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James Lu	Withhold
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Alison Platt as Director	Against
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Anthony Griffin as Director	Abstain
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Lisa Bright as Director	Against
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lawson Macartney as Director	Against
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John Shipsey as Director	Against
Ambu A/S	13-Dec-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Ambu A/S	13-Dec-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Jorgen Jensen (Chair) as Director	Abstain
Ambu A/S	13-Dec-23	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Christian Sagild as Director	Abstain
Ambu A/S	13-Dec-23	Denmark	G	Director Election - Director Election	Elect Director	8.b. Reelect Michael del Prado as Director	Abstain
Aspen Technology, Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ram R. Krishnan	Against
Aspen Technology, Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jill D. Smith	Against
CECEP Wind-Power Corp.	14-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Signing of Financial Service Agreement	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FactSet Research Systems Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robin A. Abrams	Against
FactSet Research Systems Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Malcolm Frank	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect Director	1a. Elect Simon McKeon as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1f. Elect Stephen Mayne as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5a. Approve the Amendments to the Company's Constitution	Against
Ping An Healthcare and Technology Company Limited	15-Dec-23	Cayman Islands	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve 2023 Financial Service Cooperation Framework Agreement, Proposed Annual Caps and Related Transactions	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director JoEllen Lyons Dillon	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Melina Higgins	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Harry A. Korman	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1J. Elect Director Mark W. Parrish	Against
Dye & Durham Limited	19-Dec-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian L. Derksen	Withhold
Dye & Durham Limited	19-Dec-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Leslie O'Donoghue	Withhold
Dye & Durham Limited	19-Dec-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edward D. (Ted) Prittie	Withhold
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Other	Require Advance Notice for Shareholder Proposals/Nominations	3. Require Advance Notice for Shareholder Proposals/Nominations	Against
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Restricting	Provide Directors May Only Be Removed for Cause	4. Provide Directors May Only Be Removed for Cause	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paul Lavin	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Margaret Dillon	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Catherine P. Lego	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sanan Optoelectronics Co. Ltd.	19-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	1. Amend Independent Director System	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Earl G. Graves, Jr.	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Enderson Guimaraes	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director D. Bryan Jordan	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jill A. Soltau	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5. Amend the Working Rules for Independent Directors	Against
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2Ai. Elect Director Xu Lili	Against
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2Aii. Elect Director Zhu Yonghua	Against
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	4C. Authorize Reissuance of Repurchased Shares	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Share Incentive Plan	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Investment in Another Company	5. Approve Capital Injection and Related Party Transaction	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.	22-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantee	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	3. Approve Provision of Guarantee to Subsidiaries	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	6. Amend Articles of Association	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	7. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	8. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10. Amend Working System for Independent Directors	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Special Management System for Raised Funds	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Related-Party Transaction Management System	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Entrusted Financial Management System	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Securities Investment and Derivatives Trading Management System	Against
China Datang Corporation Renewable Power Co., Limited	28-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve Deposit Services Under Financial Services Agreement and Proposed Annual Caps	Against
JA Solar Technology Co., Ltd.	28-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	3. Approve Estimated Amount of Guarantee	Against
Canoo Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tony Aquila	Withhold
Canoo Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Josette Sheeran	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RingCentral, Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Goldman	Withhold
RingCentral, Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert Theis	Withhold
RingCentral, Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Allan Thygesen	Withhold
RingCentral, Inc.	29-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Shanghai Aiko Solar Energy Co., Ltd.	29-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Amend Working System for Independent Directors	Against
TCL Zhonghuan Renewable Energy Technology Co., Ltd.	29-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	2. Approve Financial Service Agreement	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Suzhou Maxwell Technologies Co., Ltd.	05-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	1. Approve Use of Partial Idle Own Funds for Cash Management	Against
360 Security Technology, Inc.	09-Jan-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Amend Financial Management System	Against
TCL Technology Group Corp.	09-Jan-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	2. Approve Application for Registration and Issuance of Debt Financing Instruments in the Inter-bank Bond Market	Against
Zhejiang Chint Electrics Co., Ltd.	10-Jan-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	2. Approve the Signing of the Financial Services Agreement Between Company and Chint Group Finance Co., Ltd.	Against
Zhejiang Chint Electrics Co., Ltd.	10-Jan-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve the Signing of the Financial Services Agreement Between Controlled Subsidiary and Chint Group Finance Co., Ltd.	Against
Zscaler, Inc.	13-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andrew Brown	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zscaler, Inc.	13-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Scott Darling	Withhold
Zscaler, Inc.	13-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David Schneider	Withhold
Zscaler, Inc.	13-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Iflytek Co., Ltd.	16-Jan-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.1. Elect Liu Qingfeng as Director	Against
Iflytek Co., Ltd.	16-Jan-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.1. Elect Zhao Xudong as Director	Against
Sany Heavy Industry Co., Ltd.	16-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	4. Approve Provision of Guarantee for Subsidiaries	Against
Bank of Hangzhou Co., Ltd.	17-Jan-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Capital Management Plan (2023-2025)	Against
D.R. Horton, Inc.	18-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Barbara K. Allen	Against
D.R. Horton, Inc.	18-Jan-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Buchanan	Against
D.R. Horton, Inc.	18-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Benjamin S. Carson, Sr.	Against
China National Chemical Engineering Co., Ltd.	18-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Joint Venture Agreement	2. Approve Increase in Registered Capital of Finance Company	Against
Shanghai Putailai New Energy Technology Co., Ltd.	19-Jan-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee	Against
Shanghai Baosight Software Co., Ltd.	19-Jan-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Shanghai Baosight Software Co., Ltd.	19-Jan-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
Shanghai Baosight Software Co., Ltd.	19-Jan-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ramon Laguarta	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John F. Lundgren	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Linda J. Rendle	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Maynard G. Webb, Jr.	Against
Visa Inc.	24-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maryse Bertrand	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Pierre Boivin	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephanie Coyles	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Russell Goodman	Withhold
Metro Inc.	24-Jan-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Christine Magee	Withhold
Metro Inc.	24-Jan-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 1: Adopt Near and Long-Term Science-Based Greenhouse Gas Emissions Reduction Targets	For
Metro Inc.	24-Jan-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	6. SP 2: Report on Actual and Potential Human Rights Impacts on Migrant Workers	For
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine M. Burzik	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Christopher Jones	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Marshall O. Larsen	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Bertram L. Scott	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Walgreens Boots Alliance, Inc.	26-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walgreens Boots Alliance, Inc.	26-Jan-23	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	For
Walgreens Boots Alliance, Inc.	26-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Post Holdings, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert E. Grote	Against
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Steven A. Raymund	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jabil Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David M. Stout	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles I. Cogut	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lisa A. Davis	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Edward L. Monser	Against
Air Products and Chemicals, Inc.	26-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Matthew H. Paull	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J. Powell Brown	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzan F. Harrison	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director James E. Nevels	Against
WestRock Company	27-Jan-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alan D. Wilson	Against
Sichuan Chuantou Energy Co., Ltd.	31-Jan-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	16. Amend Articles of Association	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary C. Bhojwani	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elsa A. Murano	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan K. Nestegard	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Policinski	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hormel Foods Corporation	31-Jan-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	5. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director George A. Cope	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Paule Dore	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael B. Pedersen	Withhold
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mary G. Powell	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CGI Inc.	01-Feb-23	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director Joakim Westh	Withhold
CGI Inc.	01-Feb-23	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. SP 2: Review Mandate to Include Ethical Component Concerning Artificial Intelligence	For
CGI Inc.	01-Feb-23	Canada	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. SP 3: Update the Role of the Human Resources Committee to Include Responsibilities Related to Employee Health and Well-being	For
CGI Inc.	01-Feb-23	Canada	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. SP 4: Report on Racial Disparities and Equity Issues	For
The Sage Group plc	02-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Andrew Duff as Director	Against
The Sage Group plc	02-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect John Bates as Director	Against
The Sage Group plc	02-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Drummond Hall as Director	Against
LONGi Green Energy Technology Co., Ltd.	02-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantees to Controlled Subsidiaries and Related Party Transactions	Against
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
VERBIO Vereinigte BioEnergie AG	03-Feb-23	Germany	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings Until 2028)	Against
Lingyi iTech (Guangdong) Co.	06-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee Matters	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mariann Byerwalter	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alexander S. Friedman	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John Y. Kim	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Anthony J. Noto	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Geoffrey Y. Yang	Against
Franklin Resources, Inc.	07-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Gotcher	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Dolby	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tony Prophet	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Simon Segars	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Avadis Tevanian, Jr.	Withhold
Dolby Laboratories, Inc.	07-Feb-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Rockwell Automation, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	A1. Elect Director William P. Gipson	Withhold
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Les R. Baledge	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David J. Bronczek	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Barbara A. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Tyson Foods, Inc.	09-Feb-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
Cerence Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Arun Sarin	Against
Cerence Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Marianne Budnik	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Ian Meakins as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Stefan Bomhard as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect John Bryant as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Arlene Isaacs-Lowe as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Anne-Francoise Nesmes as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Sundar Raman as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Nelson Silva as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ireena Vittal as Director	Against
Surmodics, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Susan E. Knight	Withhold
Surmodics, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jose H. Bedoya	Withhold
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jocelyn D. Chertoff	Against
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy E. Guertin	Against
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Walter M Rosebrough, Jr.	Against
Varex Imaging Corporation	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christine A. Tsingos	Against
Jiangsu Eastern Shenghong Co., Ltd.	10-Feb-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.1. Elect Miao Hangen as Director	Against
Jiangsu Eastern Shenghong Co., Ltd.	10-Feb-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.1. Elect Yuan Jianxin as Director	Against
Washington Federal, Inc.	14-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen M. Graham	Withhold
Washington Federal, Inc.	14-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randall H. Talbot	Withhold
Washington Federal, Inc.	14-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Janice Chaffin	Withhold
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Paul Lacy	Withhold
PTC Inc.	16-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect David Bennett as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Geeta Gopalan as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Elena Novokreshchenova as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Darren Pope as Director	Against
Virgin Money UK Plc	21-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Tim Wade as Director	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tamra A. Erwin	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles O. Holliday, Jr.	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael O. Johanns	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clayton M. Jones	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	Against
Deere & Company	22-Feb-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Duck Creek Technologies, Inc.	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William (Bill) Bloom	Withhold
Duck Creek Technologies, Inc.	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathleen (Kathy) Crusco	Withhold
Bank of Jiangsu Co., Ltd.	22-Feb-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	2. Amend Articles of Association	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey N. Edwards	Against
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Benjamin C. Esty	Against
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anne Gates	Against
Raymond James Financial, Inc.	23-Feb-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gordon L. Johnson	Against
Bank of Ningbo Co., Ltd.	27-Feb-23	China	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	1. Approve Adjustment of Capital Increase Plan	Against
Nordson Corporation	28-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary G. Puma	Withhold
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	3. Approve Application for Bank Facilities and Provision of Guarantees by the Company and Its Subsidiaries	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	5. Approve Application for Bank Facilities and Provision of Guarantees by the Company and Its Subsidiaries	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	4. Approve Proposed Investment in Wealth Management Products with Self-Owned Funds	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	6. Approve Proposed Investment in Wealth Management Products with Self-Owned Funds	Against
Ganfeng Lithium Group Co., Ltd.	28-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Investment in Project	1. Approve Proposed Signing of Investment Agreement by Ganfeng LiEnergy	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Braden R. Kelly	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James D. Kirsner	Against
Fair Isaac Corporation	01-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Joanna Rees	Against
JCET Group Co., Ltd.	01-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	1. Amend Management System of Raised Funds	Against
Kimberly-Clark de Mexico SAB de CV	02-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	2. Elect and/or Ratify Principal and Alternate Members of Board of Directors, Chairman of Audit and Corporate Practices Committee and Secretary; Verify Director's Independence	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KULICKE AND SOFFA INDUSTRIES, INC.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory F. Milzick	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charles Bland	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Daly	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Ocampo	Withhold
MACOM Technology Solutions Holdings, Inc.	02-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Cornelis de Jong (Chair) as Director	Abstain
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	7. Reelect Kim Stratton (Vice Chair) as Director	Abstain
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8a. Reelect Heine Dalsgaard as Director	Abstain
Novozymes A/S	02-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8c. Reelect Kasim Kutay as Director	Abstain
Zhejiang Chint Electrics Co., Ltd.	03-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Estimated Amount of New Guarantees	Against
EVE Energy Co., Ltd.	06-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
EVE Energy Co., Ltd.	06-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Performance Shares Incentive Plan Implementation Assessment Management Measures	Against
EVE Energy Co., Ltd.	06-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Bridgette Heller as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.7. Reelect Daniel Hochstrasser as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.11. Reelect Charles Sawyers as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.12. Reelect William Winters as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Bridgette Heller as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.4. Reappoint William Winters as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James A. Champy	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Anantha P. Chandrakasan	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kenton J. Sicchitano	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers'	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Analog Devices, Inc.	08-Mar-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sylvia Acevedo	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ann M. Livermore	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jean-Pascal Tricoire	Against
Johnson Controls International Plc	08-Mar-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Jean Blackwell	Against
Johnson Controls International Plc	08-Mar-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Jurgen Tinggren	Against
Johnson Controls International Plc	08-Mar-23	Ireland	G	Director Election - Director Election	Elect Director	1k. Elect Director John D. Young	Against
Demant A/S	08-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	08-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Niels Jacobsen as Director	Abstain
Hologic, Inc.	09-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CITIC Securities Co., Ltd.	09-Mar-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Judy Bruner	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alexander A. Karsner	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Yvonne McGill	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Applied Materials, Inc.	09-Mar-23	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	6. Improve Executive Compensation Program and Policy	For
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Elizabeth L. Buse	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael L. Dreyer	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alan J. Higginson	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Nikhil Mehta	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael F. Montoya	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James M. Phillips	Against
F5, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sripada Shivananda	Against
F5, Inc.	09-Mar-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
F5, Inc.	09-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lon R. Greenberg	Against
AmerisourceBergen Corporation	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Henry W. McGee	Against
Wartsila Oyj Abp	09-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Al Gore	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alex Gorsky	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sue Wagner	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	For
Apple Inc.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	For
Sanmina Corporation	13-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Eugene A. Delaney	Against
Sanmina Corporation	13-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Krish Prabhu	Against
Sanmina Corporation	13-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mario M. Rosati	Against
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anne K. Altman	Against
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John J. Haley	Against
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jan D. Madsen	Against
MAXIMUS, Inc.	14-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael J. Warren	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Heidi K. Kunz	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Susan H. Rataj	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director George A. Scangos	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dow R. Wilson	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Colleen E. Jay	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William A. Kozy	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Maria Rivas	Against
The Cooper Companies, Inc.	15-Mar-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
GN Store Nord A/S	15-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Advisory Vote)	Against
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	1e. Elect Director William A. Jeffrey	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TE Connectivity Ltd.	15-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	1f. Elect Director Syaru Shirley Lin	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard P. Hamada	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Lacouture	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kevin A. Stephens	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme and Related Transactions	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Total Number of Shares in Respect of All Options and Awards to be Granted Under 2023 Share Option Scheme and Any Other Schemes Must Not in Aggregate Exceed 10% of Total Number of Shares in Issue	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1c. Approve Number of Shares in Respect of All Options and Awards to be Granted to the Service Providers Under the 2023 Share Option Scheme and Any Other Schemes Must Not in Aggregate Exceed 0.5% of Total Number of Shares in Issue	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2a. Adopt 2023 Share Award Scheme and Related Transactions	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2b. Approve Total Number of Shares in Respect of All Options and Awards to be Granted Under the 2023 Share Award Scheme and Any Other Schemes Must Not in Aggregate Exceed 10% of Total Number of Shares in Issue	Against
Fosun International Limited	16-Mar-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2c. Approve Number of Shares in Respect of All Options and Awards to be Granted to the Service Providers Under the 2023 Share Award Scheme and Any Other Schemes Must Not in Aggregate Exceed 0.5% of Total Number of Shares in Issue	Against
China National Nuclear Power Co., Ltd.	16-Mar-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	1. Approve Investment Plan	Against
China National Nuclear Power Co., Ltd.	16-Mar-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	2. Approve Financial Budget Plan	Against
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	5.a. Reelect Martin Blessing as Director	Abstain
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	5.b. Reelect Jan Thorsgaard Nielsen as Director	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danske Bank A/S	16-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	5.h. Reelect Helle Valentin as Director	Abstain
Danske Bank A/S	16-Mar-23	Denmark	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7.b. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Danske Bank A/S	16-Mar-23	Denmark	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	11. Approve Indemnification of Members of the Board of Directors and Executive Management	Against
Danske Bank A/S	16-Mar-23	Denmark	E	Environmental - Climate	Restriction of Fossil Fuel Financing	12.a1. Climate Action Plan: Direct lending	For
Danske Bank A/S	16-Mar-23	Denmark	E	Environmental - Climate	Restriction of Fossil Fuel Financing	12.a2. Climate Action Plan: Asset Management Policy	For
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Korea Zinc Co., Ltd.	17-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Kim Bo-young as Outside Director	Against
Korea Zinc Co., Ltd.	17-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Verification of the List of Holders of the Employee Share Purchase Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	6. Approve Performance Shares Incentive Plan Implementation Assessment Management Measures	Against
Wen's Foodstuff Group Co., Ltd.	17-Mar-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Approve Authorization of the Board to Handle All Related Matters to Performance Shares Incentive Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hithink RoyalFlush Information Network Co., Ltd.	20-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Idle Own Funds for Securities Investment	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	1.2. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Michael Suess as Director and Board Chair	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Paul Adams as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Alexey Moskov as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Gerhard Pegam as Director	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.1. Reappoint Paul Adams as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.2. Reappoint Alexey Moskov as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.3. Reappoint Gerhard Pegam as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
OC Oerlikon Corp. AG	21-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Fred Breidenbach	Withhold
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hau Lee	Withhold
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Matthew Miao	Withhold
TD SYNnex Corporation	21-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nayaki Nayyar	Withhold
Aier Eye Hospital Group Co., Ltd.	21-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	3. Amend Management System of Raised Funds	Against
Korean Air Lines Co., Ltd.	22-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.1. Reelect Jon Fredrik Baksaas as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.5. Reelect Par Boman as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.7. Reelect Fredrik Lundberg as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	18.8. Reelect Ulf Riese as Director	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	19. Reelect Par Boman as Board Chairman	Against
Svenska Handelsbanken AB	22-Mar-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	20.2. Ratify Deloitte as Auditors	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.1. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Karl Lamprecht to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Christian Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Isabel De Paoli to the Supervisory Board	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Carl Zeiss Meditec AG	22-Mar-23	Germany	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	10. Approve Remuneration Report	Against
Banco de Sabadell SA	22-Mar-23	Spain	G	Director Election - Director Election	Elect Director	5.2. Reelect Aurora Cata Sala as Director	Against
Valmet Corp.	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kempainen, Per Lindberg, Monika Maurer, Mikael Makinen (Chair), and Eriikka Soderstrom as Directors	Against
Orion Oyj	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Against
Orion Oyj	22-Mar-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Lars Foerberg as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Jennifer Xin-Zhe Li as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.9. Reelect Jacob Wallenberg as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.3. Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Gwak Su-geun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Bae Hun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Seong Jae-ho as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.6. Elect Lee Yong-guk as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.7. Elect Lee Yoon-jae as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.8. Elect Jin Hyeon-deok as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.9. Elect Choi Jae-bung as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yoon Jae-won as Outside Director to Serve as an Audit Committee Member	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Gwak Su-geun as a Member of Audit Committee	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.2. Elect Bae Hun as a Member of Audit Committee	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard E. Allison, Jr.	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jorgen Vig Knudstorp	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Satya Nadella	Against
Starbucks Corporation	23-Mar-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	6. Adopt Policy on Succession Planning	For
Starbucks Corporation	23-Mar-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Ingrid Deltenre as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Sophie Gasperment as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Tom Knutzen as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
CEMEX SAB de CV	23-Mar-23	Mexico	G	Director Election - Director Election	Elect Director	6.g. Elect Armando Garza Sada as Director	Against
CEMEX SAB de CV	23-Mar-23	Mexico	G	Director Related - Committee Election	Elect Member of X Committee	8.c. Elect Armando Garza Sada as Member of Corporate Practices and Finance Committee	Against
Cargotec Oyj	23-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Cargotec Oyj	23-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Jaakko Eskola, Ilkka Herlin, Teresa Kemppe-Vasama, Johanna Lamminen and Kaisa Olkkonen as Directors; Elect Raija-Leena Hankonen-Nybom, Tapio Kolunsarka and Ritva Sotamaa as New Directors	Against
Cargotec Oyj	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Auditors; Virtual Meetings	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Zhongtai Securities Co., Ltd.	23-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Estimated Amount of External Guarantees	Against
ALK-Abello A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
ALK-Abello A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Anders Hedegaard (Chair) as Director	Abstain
ALK-Abello A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	7. Reelect Lene Skole (Vice Chair) as Director	Abstain
ALK-Abello A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.d. Reelect Alan Main as Director	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALK-Abello A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.c. Amend Remuneration Policy	Against
CS Wind Corp.	24-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Kim Hong-jin as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Heo Yoon as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Lee Jeong-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Park Dong-moon as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Gang-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Heo Yoon as a Member of Audit Committee	Against
Woori Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Jeong Chan-hyeong as Outside Director	Against
Woori Financial Group, Inc.	24-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Jeong Chan-hyeong as a Member of Audit Committee	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	9. Approve Application of Bank Credit Lines	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Amount of Guarantee in the Scope of Consolidated Statement	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Deposit, Loan and Guarantee Business with Related Banks	Against
Yunnan Energy New Material Co., Ltd.	24-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	12. Approve Provision of Financial Assistance	Against
Cybozu, Inc.	25-Mar-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nishibata, Yoshihisa	Against
Cybozu, Inc.	25-Mar-23	Japan	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4. Approve Employee Share Ownership Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Kim Cheol-jung as Inside Director	Against
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.3. Elect Kang Yul-ri as Outside Director	Against
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	3.2. Elect Kang Yul-ri as a Member of Audit Committee	Against
SK ie technology Co., Ltd.	27-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Coca-Cola FEMSA SAB de CV	27-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Directors; Verify Director's Independence Classification; Elect Board Chairman and Secretaries	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman and CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
CJ CheilJedang Corp.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Kakao Corp.	28-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Bae Jae-hyeon as Inside Director	Against
SK Biopharmaceuticals Co., Ltd.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Total Remuneration of Inside Directors and Outside Directors	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Calvin Grieder as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Sami Atiya as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ian Gallienne as Director	Against
SGS SA	28-Mar-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Calvin Grieder as Board Chair	Against
SGS SA	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Sami Atiya as Member of the Compensation Committee	Against
SGS SA	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Ian Gallienne as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SGS SA	28-Mar-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6.2. Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Against
SGS SA	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	7. Authorize Share Repurchase Program	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.2. Reelect Marc Engel as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.3. Reelect Arne Karlsson as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	S	Social - Human Rights	Human Rights Risk Assessment	10.6. Report on Efforts and Risks Related to Human Rights	For
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Justin Howell as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Reelect Thierry Vanlancker as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Hyundai GLOVIS Co., Ltd.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Yoo Byeong-gak as Inside Director	Against
Hyundai GLOVIS Co., Ltd.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Han Seung-hui as Outside Director	Against
Hyundai GLOVIS Co., Ltd.	29-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	4. Elect Han Seung-hui as a Member of Audit Committee	Against
Lotte Chemical Corp.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Shin Dong-bin as Inside Director	Against
Lotte Chemical Corp.	29-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.4. Elect Kang Jong-won as Inside Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LG Corp.	29-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Konecranes Oyj	29-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Konecranes Oyj	29-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Pauli Anttila, Pasi Laine (Vice-Chair), Ulf Liljedahl, Niko Mokka, Sami Piittisjarvi, Paivi Rekonen, Helene Svahn and Christoph Vitzthum (Chair) as Directors; Elect Gun Nilsson as New Director	Against
Türkiye Sise ve Cam Fabrikalari AS	29-Mar-23	Turkey	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6. Elect Directors	Against
Türkiye Sise ve Cam Fabrikalari AS	29-Mar-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7. Approve Director Remuneration	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Amend Remuneration Policy	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.c. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Vanessa Frey as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.3. Reelect Beat Siegrist as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Reto Suter as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Elect Lukas Winkler as Director	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Reto Suter as Member of the Compensation and HR Committee	Against
Inficon Holding AG	30-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3. Appoint Lukas Winkler as Member of the Compensation and HR Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inficon Holding AG	30-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
Swedbank AB	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	13.c. Reelect Hans Eckerstrom as Director	Against
Kesko Oyj	30-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Fortnox AB	30-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.E. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Ciena Corporation	30-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joanne B. Olsen	Against
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	Against
Bavarian Nordic A/S	30-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Bavarian Nordic A/S	30-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6b. Reelect Peter Kurstein as Director	Abstain
Bavarian Nordic A/S	30-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6c. Reelect Frank Verwiel as Director	Abstain
BAWAG Group AG	31-Mar-23	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only or Hybrid Shareholder Meetings	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
Fomento Economico Mexicano SAB de CV	31-Mar-23	Mexico	G	Director Election - Director Election	Elect Director	4.g. Elect Alejandro Bailleres Gual as Director	Against
Contemporary Amperex Technology Co., Ltd.	31-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	11. Approve Application of Credit Lines	Against
Contemporary Amperex Technology Co., Ltd.	31-Mar-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve Estimated Amount of Guarantees	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.	31-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	19. Amend the Currency Fund Management System	Against
Contemporary Amperex Technology Co., Ltd.	31-Mar-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	20. Amend Management System for Providing External Guarantees	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Report on Political Expenditures	For
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gayla J. Delly	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Raul J. Fernandez	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eddy W. Hartenstein	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Check Kian Low	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nora A. Aufreiter	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Scott B. Bonham	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel (Don) H. Callahan	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael D. Penner	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Aaron W. Regent	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Calin Rovinescu	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Benita M. Warmbold	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	For
Clariant AG	04-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	4.1. Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.b. Reelect Guenter von Au as Director	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.h. Reelect Peter Steiner as Director	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.j. Reelect Susanne Wamsler as Director	Against
Clariant AG	04-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.2. Reelect Guenter von Au as Board Chair	Against
Clariant AG	04-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Nanci E. Caldwell	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Luc Desjardins	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1l. Elect Director Martine Turcotte	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1m. Elect Director Barry L. Zubrow	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	4. SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	5. SP 2: Advisory Vote on Environmental Policies	For
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.a2. Reelect Signhild Arnegard Hansen as Director	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.a8. Reelect Helena Saxon as Director	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	14.10. Elect Marcus Wallenberg as Director	Against
Skandinaviska Enskilda Banken AB	04-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14.b. Reelect Marcus Wallenberg as Board Chair	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Marco Gadola as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Juan Gonzalez as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Nadia Schmidt as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Reelect Regula Wallimann as Director	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ann M. Livermore	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary M. Reiner	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Patricia F. Russo	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Elisa Oyj	05-Apr-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Elisa Oyj	05-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	Against
Elisa Oyj	05-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Steve H. Grimshaw	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Frederick F. Reichheld	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1h. Elect Director Erin J. Wallace	Withhold
FirstService Corporation	06-Apr-23	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Amend Stock Option Plan	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Dominic Barton as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Megan Clark as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Simon Henry as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sam Laidlaw as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Simon McKeon as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jennifer Nason as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Ngaire Woods as Director	Against
Rio Tinto Plc	06-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ben Wyatt as Director	Against
ZTE Corporation	06-Apr-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10.00. Approve Application for Consolidated Registration for Issuance of Multiple Types of Debt Financing Instruments	Against
ZTE Corporation	06-Apr-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12.00. Approve Application for General Mandate of the Issuance of Shares	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7. Approve Director Remuneration	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	G	Audit Related - Auditor Related	Ratify Auditors	9. Ratify External Auditors	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorize Share Capital Increase without Preemptive Rights	Against
Sasa Polyester Sanayi AS	07-Apr-23	Turkey	S	Social - Charitable Spending	Approve Charitable Donations	13. Approve Upper Limit of Donations for 2023	Against
Baoshan Iron & Steel Co., Ltd.	10-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Financial Services Agreement	Against
A. O. Smith Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ronald D. Brown	Withhold
A. O. Smith Corporation	11-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
A. O. Smith Corporation	11-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Whether Company Policies Reinforce Racism in Company Culture	For
China Merchants Shekou Industrial Zone Holdings Co., Ltd.	11-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantees to Controlled Subsidiaries	Against
EDP Energias do Brasil SA	11-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Remuneration of Company's Management	Against
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Blake W. Augsburger	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert E. Bartels, Jr.	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Emily E. Pichon	Withhold
Lakeland Financial Corporation	11-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director M. Scott Welch	Withhold
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bruce R. Chizen	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeannine P. Sargent	Against
Synopsys, Inc.	12-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Z. Cook	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Joseph J. Echevarria	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ralph Izzo	Against
Adecco Group AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Royal KPN NV	12-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect Jolande Sap to Supervisory Board	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.f. Reelect Joerg Reinhardt as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.i. Reelect Jacques de Vaucleroy as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Joerg Reinhardt as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.4. Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	Against
UPM-Kymmene Oyj	12-Apr-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	19. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Beat Kaelin as Director and Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Andreas Haerberli as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Roland Siegwart as Director	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Andreas Haerberli as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Beat Kaelin as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Roland Siegwart as Member of the Compensation Committee	Against
Komax Holding AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Beiersdorf AG	13-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
JA Solar Technology Co., Ltd.	13-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Rongsheng Petrochemical Co., Ltd.	13-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Introduction of Overseas Strategic Investors, Signing of the Strategic Cooperation Agreement and Crude Oil Purchase and Other Package Agreements	Against
America Movil SAB de CV	14-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	2.2d. Elect and/or Ratify Pablo Roberto Gonzalez Guajardo as Director	Against
America Movil SAB de CV	14-Apr-23	Mexico	G	Director Related - Committee Election	Elect Member of Audit Committee	4.2b. Elect and/or Ratify Pablo Roberto Gonzalez Guajardo as Member of Audit and Corporate Practices Committee	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	15.1. Elect Wang Wenjing as Director	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	16.2. Elect Zhou Jian as Director	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	16.3. Elect Wang Feng as Director	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	17.1. Elect Zhang Ke as Supervisor	Against
Yonyou Network Technology Co., Ltd.	14-Apr-23	China	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	17.2. Elect Wang Shiping as Supervisor	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ZTO Express (Cayman) Inc.	14-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	1. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ZTO Express (Cayman) Inc.	14-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	3. Authorize Reissuance of Repurchased Shares	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.a. Reelect Suzanne Heywood as Executive Director	Against
CNH Industrial NV	14-Apr-23	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.c. Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against
China Jushi Co. Ltd.	14-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Bank Credit Guarantee	Against
China Jushi Co. Ltd.	14-Apr-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Corporate Bonds and Debt Financing Instruments	Against
China Jushi Co. Ltd.	14-Apr-23	China	G	Capitalization - Capital Structure Related	Authorize Use of Financial Derivatives	11. Approve Forward Foreign Exchange, Currency Interest Rate Swaps and Precious Metals Futures Trading Business	Against
ServisFirst Bancshares, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J. Richard Cashio	Withhold
ServisFirst Bancshares, Inc.	17-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Irma L. Tuder	Withhold
ServisFirst Bancshares, Inc.	17-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.5. Elect Director Steven A. Cosse	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.9. Elect Director Jerry Hunter	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.10. Elect Director Susan Lanigan	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.14. Elect Director Robert L. Shoptaw	Against
Simmons First National Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	2.17. Elect Director Mindy West	Against
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Paola M. Arbour	Withhold
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director James H. Browning	Withhold
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Elysia Holt Ragusa	Withhold
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert W. Stallings	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Texas Capital Bancshares, Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
IQVIA Holdings Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
IQVIA Holdings Inc.	18-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
IQVIA Holdings Inc.	18-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Parsons Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Letitia A. Long	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janice M. Babiak	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sophie Brochu	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Craig W. Broderick	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Lorraine Mitchelmore	Withhold
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	A. SP 1: Advisory Vote on Environmental Policies	For
Bank of Montreal	18-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	For
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Therese Esperdy	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vincent A. Forlenza	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathryn M. Hill	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lloyd W. Howell, Jr.	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leslie F. Seidman	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Zig Serafin	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Bruce Van Saun	Against
Prosperity Bancshares, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William T. Luedke, IV	Withhold
Prosperity Bancshares, Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
M&T Bank Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert T. Brady	Against
M&T Bank Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director John R. Scannell	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Abney S. Boxley, III	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Thomas C. Farnsworth, III	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Glenda Baskin Glover	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Decosta E. Jenkins	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Crowe LLP as Auditors	Against
Pinnacle Financial Partners, Inc.	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
U.S. Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly J. Harris	Against
U.S. Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Roland A. Hernandez	Against
U.S. Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. McKenney	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas K. Akins	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director B. Evan Bayh, III	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jorge L. Benitez	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Katherine B. Blackburn	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas H. Harvey	Against
Fifth Third Bancorp	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Marsha C. Williams	Against
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Reid E. Carter	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director John N. Floren	Withhold
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Brian G. Kenning	Withhold
West Fraser Timber Co. Ltd.	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	2.10. Elect Director Janice G. Rennie	Withhold
Shanghai Putailai New Energy Technology Co., Ltd.	18-Apr-23	China	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	7. Approve Adjustment of the Number and Exercise Price of Stock Option and Performance Share Incentive Plan, Cancellation of Stock Options, Adjustment of Performance Shares Repurchase Price, and Repurchase and Cancellation of Performance Shares	Against
Ningbo Ronbay New Energy Technology Co., Ltd.	18-Apr-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	7. Approve Financial Statements and Financial Budget Report	Against
Ningbo Ronbay New Energy Technology Co., Ltd.	18-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Credit Line Application and Provision of Guarantee	Against
TCL Zhonghuan Renewable Energy Technology Co., Ltd.	18-Apr-23	China	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	10. Approve Provision of Guarantee	Against
Tecan Group AG	18-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
TOTVS SA	19-Apr-23	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	1. Amend Long-Term Incentive Plan	Against
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joia M. Johnson	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ruth Ann Marshall	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Charles D. McCrary	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James T. Prokopanko	Against
Regions Financial Corporation	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lee J. Styslinger, III	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerrii B. Anderson	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fettig	Against
Commerce Bancshares, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Karen L. Daniel	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Commerce Bancshares, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Kemper	Withhold
Eiffage SA	19-Apr-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Benoit de Ruffray as Director	Against
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Patrick P. Goris	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael F. Hilton	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kathryn Jo Lincoln	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ben P. Patel	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Hellene S. Runtagh	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Kellye L. Walker	Withhold
Lincoln Electric Holdings, Inc.	19-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Wesbanco, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jay T. McCamic	Withhold
Wesbanco, Inc.	19-Apr-23	USA	G	Routine Business - Routine Business	Other Business	5. Other Business	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert J. Dennis	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nancy-Ann DeParle	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Wayne J. Riley	Against
HCA Healthcare, Inc.	19-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
HCA Healthcare, Inc.	19-Apr-23	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	6. Amend Charter of Patient Safety and Quality of Care Committee	For
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Katherine M. A. (Allie) Kline	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Richard W. Neu	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director David L. Porteous	Against
Huntington Bancshares Incorporated	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Roger J. Sit	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11.1. Amend Working System for Independent Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11.2. Amend Management System of Raised Funds	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11.3. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	11.4. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Shengyi Technology Co., Ltd.	19-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
PowerCell Sweden AB	19-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Helen Fasth Gillstedt, Uwe Hillmann, Magnus Jonsson, Annette Malm Justad, Kajsa Rytberg-Wallgren and Riku-Pekka Hagg as Directors; Elect Nicolas Boutin as New Director	Against
PowerCell Sweden AB	19-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
PowerCell Sweden AB	19-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of 5.76 Million Shares without Preemptive Rights	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Nicole Hoetzer as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Helma Wennemers as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Steffen Lang as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Alex Faessler as Director	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Thomas Bachmann as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Werner Karlen as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Against
Geberit AG	19-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles M. Holley, Jr.	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael M. McNamara	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Virginia M. Wilson	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Beth A. Wozniak	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chairman	For
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Calderoni	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathleen Oberg	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Daniel Rosensweig	Against
Adobe Inc.	20-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	For
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward F. Lonergan	Against
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Maryann T. Mannen	Against
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suzanne P. Nimocks	Against
Owens Corning	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John D. Williams	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Silicon Laboratories Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Nina Richardson	Against
Silicon Laboratories Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Paul Walker as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Marike van Lier Lels as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Robert MacLeod as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Suzanne Wood as Director	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	4. SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	For
The Toronto-Dominion Bank	20-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	For
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	For
The Toronto-Dominion Bank	20-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	8. SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	9. SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	For
Banco BPM SpA	20-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7.1. Slate 1 Submitted by Management	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Ernst Tanner as Director and Board Chair	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Dieter Weisskopf as Director	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Rudolf Spruengli as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Elisabeth Guertler as Director	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Silvio Denz as Director	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.2. Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.3. Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8.1. Amend Articles of Association	Against
Chocoladefabriken Lindt & Spruengli AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Covivio SA	20-Apr-23	France	E	Environmental - Climate	Management Climate-Related Proposal	22. Approve Company's Climate Transition Plan (Advisory)	Against
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director J. Pat Hickman	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director James G. Hinkle	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Alex R. Lieblong	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Thomas J. Longe	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Jim Rankin, Jr.	Withhold
Home BancShares, Inc.	20-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Siegfried Holding AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josee Kravis as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Jeronimo Martins SGPS SA	20-Apr-23	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen F. Angel	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh Grant	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Melanie L. Healey	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jean S. Blackwell	Against
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William M. Brown	Against
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David F. Hoffmeister	Against
Celanese Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim K.W. Rucker	Against
Changzhou Xingyu Automotive Lighting Systems Co. Ltd.	20-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	10. Approve Use of Idle Own Funds for Cash Management	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	7. Amend Articles of Association	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	8. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	9. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Walvax Biotechnology Co., Ltd.	20-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Chongqing Zhifei Biological Products Co., Ltd.	20-Apr-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve External Guarantee	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Related Party Transaction with Related Joint Ventures and Joint Ventures Where Company Executives Concurrently Serve as Directors	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Related Party Transaction with Related Partnerships and Related Entities	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	13.1. Elect Liu Ping as Director	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	14.1. Elect Li Fei as Director	Against
Poly Developments & Holdings Group Co., Ltd.	20-Apr-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	14.2. Elect Dai Deming as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Philipp Buhofer as Director	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ulrich Looser as Director	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	6.4. Amend Articles of Association	Against
Kardex Holding AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Klaus A. Engel	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David C. Everitt	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janet P. Giesselman	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael O. Johanns	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Nayaki R. Nayyar	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gregory R. Page	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3b. Approve Second Section of the Remuneration Report	Against
Recordati SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Performance Shares Plan 2023-2025	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Yvon Charest	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Patricia Curadeau-Grou	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Robert Pare	Withhold
National Bank of Canada	21-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
Akzo Nobel NV	21-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.c. Reelect D.M. Sluimers to Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CECEP Wind-Power Corp.	21-Apr-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Report	Against
CECEP Wind-Power Corp.	21-Apr-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Investment Plan	Against
CECEP Wind-Power Corp.	21-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Related Party Transaction	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Marc Berg as Director	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Thomas Buess as Director	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Susanne Kloess-Braekler as Director	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Marc Berg as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.3. Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	Against
Cembra Money Bank AG	21-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Jafron Biomedical Co., Ltd.	21-Apr-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	14. Approve Downward Adjustment of Conversion Price	Against
TCL Technology Group Corp.	21-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Reduction of the Amount of Financial Services and Signing of Financial Services Agreement	Against
TCL Technology Group Corp.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	12. Approve Matters Related to Securities Investment and Financial Management	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2023-2028	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Amplifon SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amplifon SpA	21-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Sany Heavy Industry Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	7. Approve Application of Bank Credit Lines	Against
Sany Heavy Industry Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	12. Approve Use of Idle Own Funds for Investment in Financial Products	Against
Shenzhen Overseas Chinese Town Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	6. Approve Financing Credit Line	Against
Shenzhen Overseas Chinese Town Co., Ltd.	21-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen L. Eastman	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rita J. Heise	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Hsenghung Sam Hsu	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel L. Johnson	Against
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ellen S. Bresky	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David A. Adamsen	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Douglas W. Baena	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul M. Squires	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Frances B. Shifman	Withhold
Seaboard Corporation	24-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Laurent Martinez to the Supervisory Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollere as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
Great Wall Motor Company Limited	24-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Plan of Guarantees	Against
HP Inc.	24-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Provide Right to Act by Written Consent	For
Hundsun Technologies, Inc.	24-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Overall Planning of Securities Investment and Entrusted Financial Management	Against
ING Groep NV	24-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7C. Reelect Herna Verhagen to Supervisory Board	Against
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	5. Amend Articles of Association	Against
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	6. 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
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	7. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Bank of Chengdu Co., Ltd.	24-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John C. Compton	Against
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William H. Fenstermaker	Against
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director J. Michael Kemp, Sr.	Against
First Horizon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director E. Stewart Shea, III	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barrett	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sylvie Gregoire	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michel Vounatsos	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Frank Witney	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Coca-Cola Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Maria Elena Lagomasino	Against
The Coca-Cola Company	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Coca-Cola Company	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Civil Rights Audit	For
The Coca-Cola Company	25-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	For
The Coca-Cola Company	25-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	For
The Coca-Cola Company	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	For
The Coca-Cola Company	25-Apr-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	For
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John C. Dugan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter B. Henry	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gary M. Reiner	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Diana L. Taylor	Against
Citigroup Inc.	25-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Citigroup Inc.	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Citigroup Inc.	25-Apr-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Report on Respecting Indigenous Peoples' Rights	For
Citigroup Inc.	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Victor E. Bell, III	Withhold
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director H. Lee Durham, Jr.	Withhold
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Robert E. Mason, IV	Withhold
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert T. Newcomb	Withhold
First Citizens BancShares, Inc.	25-Apr-23	USA	G	Capitalization - Capital Increase	Increase Authorized Preferred Stock	5. Increase Authorized Preferred Stock	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Charles A. Anderson	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard L. Davis	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Laura K. Easley	Against
Triumph Financial, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Maribess L. Miller	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Janine A. Davidson	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Greg M. Graves	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tamara M. Peterman	Against
UMB Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director L. Joshua Sosland	Against
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jacqueline P. Kane	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Richard G. Lindner	Withhold
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Barbara R. Smith	Withhold
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Nina G. Vaca	Withhold
Comerica Incorporated	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Michael G. Van de Ven	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William F. Feehery	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert F. Friel	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah L. V. Keller	Withhold
West Pharmaceutical Services, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paolo Pucci	Withhold
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sharon L. Allen	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank P. Bramble, Sr.	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise L. Ramos	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Thomas D. Woods	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Maria T. Zuber	Against
Bank of America Corporation	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	8. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	9. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	10. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Bank of America Corporation	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	11. Commission Third Party Racial Equity Audit	For
Domino's Pizza, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew B. Balson	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Domino's Pizza, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diana F. Cantor	Withhold
Domino's Pizza, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Patricia E. Lopez	Withhold
Domino's Pizza, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	6. Re-elect Barry Gibson as Director	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	7. Re-elect Pierre Bouchut as Director	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	8. Re-elect Stella David as Director	Against
Entain Plc	25-Apr-23	Isle of Man	G	Director Election - Director Election	Elect Director	10. Re-elect Virginia McDowell as Director	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Buberl	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	11. Elect Director Alfred W. Zollar	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
International Business Machines Corporation	25-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
International Business Machines Corporation	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Efforts to Prevent Harassment and Discrimination in the Workplace	For
Wayfair Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Andrea Jung	Abstain
Wayfair Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jeremy King	Abstain
Wayfair Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Kumin	Abstain
Wayfair Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Wayfair Inc.	25-Apr-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Celeste A. Clark	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore F. Craver, Jr.	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Wayne M. Hewett	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ronald L. Sargent	Against
Wells Fargo & Company	25-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Political Expenditures Congruence	For
Wells Fargo & Company	25-Apr-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	7. Report on Climate Lobbying	For
Wells Fargo & Company	25-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	8. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
Wells Fargo & Company	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Workplace Sexual Harassment	10. Report on Prevention of Workplace Harassment and Discrimination	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	11. Adopt Policy on Freedom of Association and Collective Bargaining	For
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David L. Copeland	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Murray H. Edwards	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director I. Tim Lancaster	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. Nickles, Jr.	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Johnny E. Trotter	Withhold
First Financial Bankshares, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Walker Bynoe	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay L. Henderson	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jose Luis Prado	Against
Northern Trust Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Charles A. Tribbett, III	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dame Alison J. Carnwath	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roderick C. McGeary	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PACCAR Inc	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
PACCAR Inc	25-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
PACCAR Inc	25-Apr-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Eileen A. Kamerick	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gale E. Klappa	Withhold
Associated Banc-Corp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Cory L. Nettles	Withhold
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Howard Davies as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Patrick Flynn as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Morten Friis as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Mark Seligman as Director	Against
NatWest Group Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Lena Wilson as Director	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Agnes Bundy Scanlan	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Easter A. Maynard	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Charles A. Patton	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director David M. Ratcliffe	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1r. Elect Director Thomas E. Skains	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1t. Elect Director Thomas N. Thompson	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rollins, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jerry W. Nix	Withhold
Rollins, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Renasant Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John T. Foy	Withhold
Renasant Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard L. Heyer, Jr.	Withhold
Beazley Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Pierre-Olivier Desaulle as Director	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Christine LaSala as Director	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John Reizenstein as Director	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorise Issue of Equity without Pre-emptive Rights	Against
Beazley Plc	25-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Andrew B. Abramson	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marc J. Lenner	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suresh L. Sani	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lisa J. Schultz	Against
Valley National Bancorp	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Jeffrey S. Wilks	Against
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Melinda Litherland	Against
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Arnold A. Pinkston	Against
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Bio-Rad Laboratories, Inc.	25-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Inge Delobelle as Director	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Urs Riedener as Director	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.6. Reelect Robert Spoerry as Director	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Urs Riedener as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Robert Spoerry as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Appoint Inge Delobelle as Member of the Compensation Committee	Against
Bystronic AG	25-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ball Corporation	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rodney Clark	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James P. Lederer	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Azita Saleki-Gerhardt	Against
Entegris, Inc.	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gilberto Tomazoni	Withhold
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andre Nogueira de Souza	Withhold
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pilgrim's Pride Corporation	26-Apr-23	USA	G	Company Articles - Article Amendments	Amend Articles Board-Related	6. Amend Certificate of Incorporation Re: Composition of the Board of Directors	Against
Pilgrim's Pride Corporation	26-Apr-23	USA	E	Environmental - Other	Community -Environment Impact	7. Report on Efforts to Eliminate Deforestation in Supply Chain	For
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy E. Cooper	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Merit E. Janow	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1f. Elect Director Sean O. Mahoney	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul M. Meister	Against
BorgWarner Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Sara A. Greenstein	Against
BorgWarner Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Shaun E. McAlmont	Against
BorgWarner Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Alexis P. Michas	Against
BorgWarner Inc.	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
BorgWarner Inc.	26-Apr-23	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Just Transition	For
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory R. Page	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Gerald B. Smith	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Dorothy C. Thompson	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Darryl L. Wilson	Against
Eaton Corporation plc	26-Apr-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Boyles	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert A. Cashell, Jr.	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Sherry L. Cladouhos	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Annie M. Goodwin	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kristen L. Heck	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael B. Hormaechea	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Craig A. Langel	Withhold
Glacier Bancorp, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Douglas J. McBride	Withhold
South State Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Shantella E. Cooper	Withhold
South State Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jean E. Davis	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
South State Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Knox Pou, Jr.	Withhold
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth C. Dahlberg	Against
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michelle A. Kumbier	Against
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert A. Malone	Against
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Teledyne Technologies Incorporated	26-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers'	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William J. DeLaney	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elder Granger	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark B. McClellan	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Donna F. Zarcone	Against
The Cigna Group	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Cigna Group	26-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	For
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.1. Elect/Ratify Fernando Chico Pardo as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.2. Elect/Ratify Jose Antonio Perez Anton as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.3. Elect/Ratify Pablo Chico Hernandez as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.4. Elect/Ratify Aurelio Perez Alonso as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.5. Elect/Ratify Rasmus Christiansen as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.6. Elect/Ratify Francisco Garza Zambrano as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.7. Elect/Ratify Ricardo Guajardo Touche as Director	Against
Grupo Aeroportuario del Sureste SA de CV	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	3b.8. Elect/Ratify Guillermo Ortiz Martinez as Director	Against
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Diana M. Murphy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harris Pastides	Against
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John L. Stallworth	Against
Synovus Financial Corp.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Barry L. Storey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director V. Ann Hailey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Katherine D. Jaspon	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Beatriz R. Perez	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director E. Scott Santi	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Slavik Williams	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lucas E. Watson	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Set Aggregate Nominal Amount of Share Repurchase Reserve; Receive Report on Policies and Board's Decisions on Share Repurchase and Sale of Treasury Shares	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	9.4. Elect and/or Ratify Michael T. Fries as Director Representing Series A Shareholders	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Director Election - Director Election	Elect Director	9.5. Elect and/or Ratify Fernando Senderos Mestre as Director Representing Series A Shareholders	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13. Approve Remuneration of Board Members, Executive, Audit and Corporate Practices Committees, and Secretaries	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGeso	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher J. Williams	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brian T. Shea	Against
Anglo American Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Ian Ashby as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Vanda Murray as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Lloyd Pitchford as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Stephan Nanninga as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Vin Murria as Director	Against
Hancock Whitney Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Frank E. Bertucci	Withhold
Hancock Whitney Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thomas H. Olinde	Withhold
Hancock Whitney Corporation	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director C. Richard Wilkins	Withhold
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marjorie Rodgers Cheshire	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrew T. Feldstein	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard J. Harshman	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Hesse	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Johan Bygge as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.c. Reelect Cecilia Daun Wennborg as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Dan Frohm as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	15.f. Reelect Johan Malmquist as Director	Against
Getinge AB	26-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Johan Malmquist as Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	4. Elect or Ratify CEO, Directors, Secretary (Non-Member) and Deputy Secretary (Non-Member); Approve their Remuneration	Against
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Related - Committee Election	Elect Members of Audit Committee (Bundled)	5. Elect or Ratify Members of Audit and Corporate Practices Committee; Approve their Remuneration	Against
Grupo Televisa SAB	26-Apr-23	Mexico	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	3. Amend Article 6	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Roger Devlin as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Nigel Mills as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Annemarie Durbin as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrew Wyllie as Director	Against
Persimmon Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Shirine Khoury-Haq as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Erik Engstrom as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Marc Owen as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Roberto Quarta as Director	Against
Smith & Nephew plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Angie Risley as Director	Against
TFI International Inc.	26-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Leslie Abi-Karam	Against
TFI International Inc.	26-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Berard	Against
TFI International Inc.	26-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Neil D. Manning	Against
Ovctek China, Inc.	26-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizati ons	Investment in Financial Products	11. Approve Adjustment on Idle Own Funds for Low and Medium Risk Investment and Financial Management	Against
Inspire Medical Systems, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gary L. Ellis	Withhold
Inspire Medical Systems, Inc.	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Inspire Medical Systems, Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Todd M. Bluedorn	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ronald Kirk	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robert E. Sanchez	Against
Texas Instruments Incorporated	27-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Texas Instruments Incorporated	27-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William P. Hankowsky	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edward J. Kelly, III	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Terrance J. Lillis	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Shivan Subramaniam	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Marita Zuraitis	Against
Global Payments Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ruth Ann Marshall	Against
Global Payments Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Connie D. McDaniel	Against
Global Payments Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Turner	Against
Global Payments Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Global Payments Inc.	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Global Payments Inc.	27-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Littelfuse, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tzau-Jin Chung	Against
Littelfuse, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Maria C. Green	Against
Littelfuse, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anthony Grillo	Against
NuVasive, Inc.	27-Apr-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Desmond-Hellmann	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Echevarria	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Helen H. Hobbs	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Dan R. Littman	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	7. Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	9. Report on Political Expenditures Congruence	For
Rambus Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Emiko Higashi	Against
Rambus Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric Stang	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Brian G. Cartwright	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David B. Henry	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sara G. Lewis	Against
Healthpeak Properties, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Katherine M. Sandstrom	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Francesca M. Edwardson	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sharilyn S. Gasaway	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Thad (John B., III) Hill	Against
J.B. Hunt Transport Services, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James L. Robo	Against
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Government Financial Support and Equitable Access to Covid-19 Products	For
Johnson & Johnson	27-Apr-23	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	7. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Henry W. Kneuppel	Against
Snap-on Incorporated	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Dominic Blakemore as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Martin Brand as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kathleen DeRose as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tsega Gebreyes as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Cressida Hogg as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Val Rahmani as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Don Robert as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Douglas Steenland as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ashok Vaswani as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Irene Dorner as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robert Noel as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Humphrey Singer as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lord Jitesh Gadhia as Director	Against
Taylor Wimpey Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Scilla Grimble as Director	Against
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Anne T. DelSanto	Withhold
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Tina M. Donikowski	Withhold
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lanesha T. Minnix	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Advanced Energy Industries, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director John A. Roush	Withhold
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4a. Re-elect Richie Boucher as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4g. Re-elect Lamar McKay as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4j. Re-elect Gillian Platt as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4k. Re-elect Mary Rhinehart as Director	Against
CRH Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4l. Re-elect Siobhan Talbot as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5A. Re-elect Nancy Cruickshank as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5B. Re-elect Nancy Dubuc as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5D. Re-elect Alfred Hurley Jr as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5F. Re-elect Holly Koepfel as Director	Against
Flutter Entertainment Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5H. Re-elect Gary McGann as Director	Against
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.1.A. Reelect Jan Berger as Director	Against
UCB SA	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	8.2. Reelect Cyril Janssen as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Dame Elizabeth Corley as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Ian King as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Rhian Davies as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Rakhi Goss-Custard as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deborah Waterhouse as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Matthew Westerman as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Claire Fitzalan Howard as Director	Against
Schroders Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Leonie Schroder as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bradley C. Irwin	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan G. Saideman	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ravichandra K. Saligram	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Janet S. Vergis	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Laurie J. Yoler	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Church & Dwight Co., Inc.	27-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard T. Clark	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert F. Cummings, Jr.	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Roger W. Ferguson, Jr.	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kevin J. Martin	Against
Corning Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Hansel E. Tookes, II	Against
Corning Incorporated	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Industrias Penoles SAB de CV	27-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	4. Elect or Ratify Directors; Verify Director's Independence Classification; Approve Their Respective Remuneration	Against
Industrias Penoles SAB de CV	27-Apr-23	Mexico	G	Director Related - Committee Election	Elect Member of Audit Committee	5. Elect or Ratify Chairman of Audit and Corporate Practices Committee	Against
Admiral Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Bill Roberts as Director	Against
Admiral Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Justine Roberts as Director	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig H. Barratt	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Don R. Kania	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan J. Levy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jami Dover Nachtsheim	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	For
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
S.F. Holding Co., Ltd.	27-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizati ons	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Estimated Amount of External Guarantees	Against
Veolia Environnement SA	27-Apr-23	France	G	Routine Business - Routine Business	Amend Corporate Purpose	22. Amend Article 15 of Bylaws Re: Corporate Purpose	Against
Bouygues SA	27-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Eurofins Scientific SE	27-Apr-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Umicore	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.1. Reelect Mario Armero as Member of the Supervisory Board	Against
Auren Energia SA	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Remuneration of Company's Management and Audit Committee	Against
Light SA	28-Apr-23	Brazil	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1. Approve Stock Option Plan	Against
Badger Meter, Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Tessa M. Myers	Against
Badger Meter, Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director James F. Stern	Against
Badger Meter, Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Glen E. Tellock	Against
Badger Meter, Inc.	28-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	For
Abbott Laboratories	28-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Abbott Laboratories	28-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Abbott Laboratories	28-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brent B. Bickett	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ganesh B. Rao	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah A. Farrington	Withhold
Pearson Plc	28-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
Bayer AG	28-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.1. Elect Norbert Winkeljohann to the Supervisory Board	Against
Bayer AG	28-Apr-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Black Knight, Inc.	28-Apr-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.1. Elect Daobiao Chen as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.2. Elect Yuehui Pan as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.3. Elect Gustavo Estrella as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.6. Elect Zhao Yumeng as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	7.7. Elect Liu Yanli as Director	Against
CPFL Energia SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.1. Elect Zhang Ran as Fiscal Council Member and Li Ruijuan as Alternate	Abstain
CPFL Energia SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Elect Vinicius Nishioka as Fiscal Council Member and Luiz Claudio Gomes do Nascimento as Alternate	Abstain
China Medical System Holdings Limited	28-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Medical System Holdings Limited	28-Apr-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
JCET Group Co., Ltd.	28-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	5. Approve Provision of Guarantee	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5a. Re-elect Irial Finan as Director	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5d. Re-elect Anne Anderson as Director	Against
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5e. Re-elect Frits Beurskens as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Smurfit Kappa Group Plc	28-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	5h. Re-elect James Lawrence as Director	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter J. Blake	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey S. Chisholm	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Cathryn E. Cranston	Against
Toromont Industries Ltd.	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Katherine A. Rethy	Against
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmill	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Peter Grosskopf	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeffrey Parr	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Jamie C. Sokalsky	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
DiaSorin SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
DiaSorin SpA	28-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Stock Option Plan	Against
DiaSorin SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Kellogg Company	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephanie A. Burns	Against
Kellogg Company	28-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gap	For
Auren Energia SA	28-Apr-23	Brazil	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Restricted Stock Plan	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Martin Schmid as Director	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Franziska Sauber as Director	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Reelect Klaus Tschuetscher as Director	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.14. Reappoint Martin Schmid as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Franziska Sauber as Member of the Compensation Committee	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.16. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	28-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	4. Approve Guarantee Plan	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	6. Approve Financial Services Agreement	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Investment Plan	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Signing of Framework Agreement for Daily Related Party Transaction	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Adjustment of Estimated Amount of Related Party Transaction	Against
China National Chemical Engineering Co., Ltd.	28-Apr-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	14. Amend Working System for Independent Directors	Against
UOL Group Limited	28-Apr-23	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Poon Hon Thang Samuel as Director	Against
UOL Group Limited	28-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Approve Grant of Options and Issuance of Shares Under the UOL 2022 Share Option Scheme	Against
UOL Group Limited	28-Apr-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Light SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.2. Elect Firmino Ferreira Sampaio Neto as Independent Director	Against
Light SA	28-Apr-23	Brazil	G	Director Election - Director Election	Elect Director	4.3. Elect Helio Paulo Ferraz as Independent Director	Abstain
Light SA	28-Apr-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9. Approve Remuneration of Company's Management	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	01-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Vote Requirements to Amend Articles/Bylaws/Charter	8. Adopt Simple Majority Vote	For
Eli Lilly and Company	01-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Impact of Extended Patent Exclusivities on Product Access	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Spending Congruency	11. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For
Eli Lilly and Company	01-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	12. Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharen J. Turney	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J.C. Watts, Jr.	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Paycom Software, Inc.	01-May-23	USA	G	Director Related - Board Related	Require a Majority Vote for the Election of Directors	6. Require a Majority Vote for the Election of Directors	For
Albemarle Corporation	02-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Glenda J. Minor	Against
Albemarle Corporation	02-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James J. O'Brien	Against
Albemarle Corporation	02-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Alejandro D. Wolff	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mark A. Emmert	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diane H. Gulyas	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Liane J. Pelletier	Against
Expeditors International of Washington, Inc.	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Expeditors International of Washington, Inc.	02-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Peter Chernin	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Theodore J. Leonsis	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Daniel L. Vasella	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Christopher D. Young	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Express Company	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Express Company	02-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
American Express Company	02-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Baxter International Inc.	02-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Baxter International Inc.	02-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Julia A. Haller	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Manuel Hidalgo Medina	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paula A. Price	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Theodore R. Samuels	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1I. Elect Director Gerald L. Storch	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1K. Elect Director Phyllis R. Yale	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Raymond J. Chess	Against
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jacqueline A. Dedo	Against
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Pamela S. Mader	Against
Workhorse Group Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Austin Scott Miller	Against
argenx SE	02-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
argenx SE	02-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5. Reelect Don deBethizy as Non-Executive Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Rick Haythornthwaite as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jorn Rausing as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrew Harrison as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Emma Lloyd as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Julie Southern as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect John Martin as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Michael Sherman as Director	Against
Ocado Group Plc	02-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Nadia Shouraboura as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Marta Schorling Andreen as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.3. Reelect Sofia Schorling Hogberg as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Ola Rollen as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Gun Nilsson as Director	Against
Hexagon AB	02-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.8. Elect Ola Rollen as Board Chair	Against
Moderna, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Sagan	Withhold
Moderna, Inc.	03-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	4. Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	For
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Alvera	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephanie C. Hill	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Rebecca Jacoby	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Richard E. Thornburgh	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Franklin W. Hobbs	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mayree C. Clark	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kim S. Fennebresque	Against
Ally Financial Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marjorie Magner	Against
Ally Financial Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Theodore J. Hoepner	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Toni Jennings	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director H. Palmer Proctor, Jr.	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Wendell S. Reilly	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Chilton D. Varner	Withhold
Brown & Brown, Inc.	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cognex Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dianne M. Parrotte	Against
Federal Realty Investment Trust	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Heska Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen L. Davis	Withhold
Heska Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joachim A. Hasenmaier	Withhold
Heska Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sharon J. Maples	Withhold
Heska Corporation	03-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cesar Conde	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ian Cook	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert C. Pohlrad	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Daniel Vasella	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Darren Walker	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
PepsiCo, Inc.	03-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	For
PepsiCo, Inc.	03-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	7. Report on Impacts of Restrictive Reproductive Healthcare Legislation	For
Pool Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John E. Stokely	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sandra J. Horning	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harish Manwani	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anthony Welters	Against
Gilead Sciences, Inc.	03-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger W. Ferguson, Jr.	Against
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christina Gold	Against
Molina Healthcare, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven J. Orlando	Against
Molina Healthcare, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ronna E. Romney	Against
Molina Healthcare, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dale B. Wolf	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Mohamed A. El-Erian as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Brian Gilvary as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Nigel Higgins as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Diane Schueneman as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Julia Wilson as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Shirish Apte as Director	Against
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Maria Ramos as Director	Against
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Phil Rivett as Director	Against
Standard Chartered Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Jose Vinals as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.1. Reelect Thibault de Tersant as Director and Board Chair	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Reelect Ian Cookson as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.4. Reelect Maurizio Carli as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.5. Reelect Deborah Forster as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2.6. Reelect Cecilia Hulten as Director	Against
Temenos AG	03-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Maurizio Carli as Member of the Compensation Committee	Against
Temenos AG	03-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Deborah Forster as Member of the Compensation Committee	Against
Temenos AG	03-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Appoint Cecilia Hulten as Member of the Compensation Committee	Against
Temenos AG	03-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Nils Andersen as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrea Jung as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Ruby Lu as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Feike Sijbesma as Director	Against
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Employees' Share Grant Plan	Against
Malayan Banking Berhad	03-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	2. Approve Grant of New Maybank Shares to Khairussaleh Ramli Under the ESGP	Against
PulteGroup, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bryce Blair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PulteGroup, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Cheryl W. Grise	Against
PulteGroup, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Scott F. Powers	Against
Metso Outotec Oyj	03-May-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipjarvi, Ian W. Pearce, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Niko Pakalen and Reima Rytola as New Directors	Against
Metso Outotec Oyj	03-May-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Time and Place of the Meeting; Advance Notice	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Andrew Bonfield as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Pam Kirby as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Chris Sinclair as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Alan Stewart as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Jonathan Symonds as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Charles Bancroft as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Anne Beal as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Urs Rohner as Director	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edward J. Ludwig	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David J. Roux	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John E. Sununu	Against
Boston Scientific Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ellen M. Zane	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Domitille Doat-Le Bigot	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas P. Salice	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	04-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	For
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	7. Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Just Transition	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	11. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patrick J. Moore	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra A. Sandler	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Rogers Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Keith L. Barnes	Withhold
Rogers Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ganesh Moorthy	Withhold
Rogers Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Peter C. Wallace	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa de Wilde	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Mary Jo Haddad	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kathy Kinloch	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Denise Pickett	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director W. Sean Willy	Withhold
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jose B. Alvarez	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Marc A. Bruno	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Larry D. De Shon	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Terri L. Kelly	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Shiv Singh	Against
United Rentals, Inc.	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	For
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	04-May-23	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect Jim Pettigrew Director	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.2. Elect Director Maryse Bertrand	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Dhaval Buch	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Marc Caira	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.6. Elect Director Shirley E. Cunningham	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Charles M. Herington	Against
Gildan Activewear Inc.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.10. Elect Director Anne Martin-Vachon	Against
Gildan Activewear Inc.	04-May-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Review Human Capital Management KPIs and SPTs Addressing Human Rights in its Supply Chain, and Improving Employee Safety and Reducing Workplace Risks and Include One Such KPI/SPT in its Next Sustainability Linked Credit Facility in 2027	For
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.1. Reelect Koenraad Debackere as Independent Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.2. Reelect Alain Bostoën as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.3. Reelect Franky Depickere as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.4. Reelect Frank Donck as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.5. Elect Marc De Ceuster as Director	Against
KBC Group SA/NV	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	9.6. Elect Raf Sels as Director	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Andreas Herzog as Director	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Urs Schenker as Director	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meyer Burger Technology AG	04-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Urs Schenker as Member of the Nomination and Compensation Committee	Against
Meyer Burger Technology AG	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Shoals Technologies Group, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lori Sundberg	Withhold
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect Mike Craston as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrea Blance as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect George Culmer as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Patrick Flynn as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Shonaid Jemmett-Page as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mohit Joshi as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Pippa Lambert as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Jim McConville as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Michael Mire as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Martin Strobel as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Elect Saki Macozoma as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Svein Richard Brandtzaeg as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sue Clark as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Dominique Reiniche as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Dame Angela Strank as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Philip Yea as Director	Against
Mondi Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Stephen Young as Director	Against
AMETEK, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Anthony J. Conti	Against
AMETEK, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Gretchen W. McClain	Against
AMETEK, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Graham Hetherington as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jerome Lande as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Thomas McLellan as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lorna Parker as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Daniel Phelan as Director	Against
Indivior PLC	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Juliet Thompson as Director	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John T. Cahill	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alicia Knapp	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Mulder	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John C. Pope	Against
The Kraft Heinz Company	04-May-23	USA	E	Environmental - Other	Community -Environment Impact	5. Report on Supply Chain Water Risk Exposure	For
Arch Capital Group Ltd.	04-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1a. Elect Director Francis Ebong	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Russell P. Fradin	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Pamela A. Joseph	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas L. Monahan, III	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kermit R. Crawford	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary J. Steele Guilfoile	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jodee A. Kozlak	Against
C.H. Robinson Worldwide, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Henry J. Maier	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
Clarivate Plc	04-May-23	Jersey	G	Director Election - Director Election	Elect Director	1a. Elect Director Andrew Snyder	Against
Clarivate Plc	04-May-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael Angelakis	Against
Clarivate Plc	04-May-23	Jersey	G	Director Election - Director Election	Elect Director	1f. Elect Director Usama N. Cortas	Against
Clarivate Plc	04-May-23	Jersey	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against
Prologis, Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Guangzhou Tinci Materials Technology Co., Ltd.	04-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	15. Approve Use of Own Funds to Invest in Financial Products	Against
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against
Hang Seng Bank Limited	04-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Banque Cantonale Vaudoise	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan Crown	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James W. Griffith	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richard H. Lenny	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pamela B. Strobel	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Illinois Tool Works Inc.	05-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Alpern	Withhold
AbbVie Inc.	05-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
AbbVie Inc.	05-May-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
AbbVie Inc.	05-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
AbbVie Inc.	05-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Dover Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kristiane C. Graham	Against
Dover Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael F. Johnston	Against
Dover Corporation	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Michael Ball as Director and Board Chair	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Thomas Glanzmann as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Ines Poeschel as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Ines Poeschel as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alcon Inc.	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Ziff Davis, Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Trace Harris	Against
Ziff Davis, Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jonathan F. Miller	Against
Ziff Davis, Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Scott C. Taylor	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Angelica Kohlmann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Christoph Maeder as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.7. Reelect Juergen Steinemann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
InterContinental Hotels Group Plc	05-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Teleflex Incorporated	05-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gretchen R. Haggerty	Against
Teleflex Incorporated	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Liam J. Kelly	Against
Teleflex Incorporated	05-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teleflex Incorporated	05-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Lattice Semiconductor Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robin A. Abrams	Withhold
Lattice Semiconductor Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director D. Jeffrey Richardson	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Linda W. Clement-Holmes	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dirk J. Debbink	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jill P. Meyer	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gretchen W. Schar	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Douglas S. Skidmore	Against
Cincinnati Financial Corporation	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas Brown	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paula Cholmondeley	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert East	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen Franklin	Against
Bank OZK	08-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter Kenny	Against
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert Kittel	Withhold
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Andrew Pastor	Withhold
Telos Corporation	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David Borland	Withhold
Telos Corporation	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Bonnie L. Carroll	Withhold
Telos Corporation	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Derrick D. Dockery	Withhold
Telos Corporation	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Telos Corporation	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher M. Connor	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ilene S. Gordon	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jacqueline C. Hinman	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clinton A. Lewis, Jr.	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Donald G. (DG) Macpherson	Against
International Paper Company	08-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathryn D. Sullivan	Against
International Paper Company	08-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Ritchie Bros. Auctioneers Incorporated	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1i. Elect Director Sarah Raiss	Against
Ritchie Bros. Auctioneers Incorporated	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1l. Elect Director Carol M. Stephenson	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Li Haslett Chen	Withhold
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Warner Bros. Discovery, Inc.	08-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director T. Michael Glenn	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore L. Harris	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director David A. Jones	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Billie I. Williamson	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Nancy C. Andrews	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Deborah T. Kochevar	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George Llado, Sr.	Against
Charles River Laboratories International, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Virginia M. Wilson	Against
Charles River Laboratories International, Inc.	09-May-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Non-human Primates Imported by the Company	For
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Freeman A. Hrabowski, III	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert J. Stevens	Against
T. Rowe Price Group, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alan D. Wilson	Against
Teradata Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel R. Fishback	Against
Teradata Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen McMillan	Against
Teradata Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kimberly K. Nelson	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas "Tony" K. Brown	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David B. Dillon	Against
3M Company	09-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sherry S. Barrat	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David S. Johnson	Against
Arthur J. Gallagher & Co.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher C. Miskel	Against
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director J.C. Butler, Jr.	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Carolyn Corvi	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director John P. Jumper	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Dennis W. LaBarre	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director H. Vincent Poor	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Alfred M. Rankin, Jr.	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Claiborne R. Rankin	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Britton T. Taplin	Withhold
Hyster-Yale Materials Handling, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David B.H. Williams	Withhold
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Klaus-Michael Kuehne as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Hauke Stars as Director	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Hauke Stars as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.3. Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Against
Kuehne + Nagel International AG	09-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
National Instruments Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael E. McGrath	Withhold
Darling Ingredients Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Linda Goodspeed	Against
Darling Ingredients Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gary W. Mize	Against
Green Plains Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kimberly Wagner	Withhold
Ormat Technologies, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director David Granot	Against
Ormat Technologies, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Dafna Sharir	Against
Ormat Technologies, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Stanley B. Stern	Against
Ormat Technologies, Inc.	09-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Kesselman & Kesselman as Auditors	Against
Swire Properties Limited	09-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Solvay SA	09-May-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Stock Option Plan Grants	Against
Cummins Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	6. Elect Director Stephen B. Dobbs	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cummins Inc.	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	17. Require Independent Board Chairman	For
Cummins Inc.	09-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	18. Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Victoria M. Holt	Against
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen M. Mazzarella	Against
Waste Management, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John C. Pope	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Molly E. Joseph	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director William J. Post	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Paul H. Stebbins	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Michael T. Sweeney	Against
First Solar, Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Norman L. Wright	Against
Onto Innovation Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher A. Seams	Against
Onto Innovation Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Leo Berlinghieri	Against
Onto Innovation Inc.	09-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David B. Miller	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patrick Berard	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Blythe J. McGarvie	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jody G. Miller	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Guhan Subramanian	Against
Koninklijke Philips NV	09-May-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	2.e. Approve Discharge of Management Board	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
CECEP Solar Energy Co., Ltd.	09-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Additional Guarantee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Walter G. Lohr, Jr.	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Elias A. Zerhouni	Against
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Danaher Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17.A2. Approve Long Term Incentive Program (All Employee Program)	Against
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	17.B2. Approve Equity Plan Financing (All Employee Program)	Against
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	17.C. Approve Alternative Equity Plan Financing	Against
Swedish Orphan Biovitrum AB	09-May-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Creation of Pool of Capital without Preemptive Rights	Against
Elevance Health, Inc.	10-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Juniper Networks, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven Fernandez	Against
Juniper Networks, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William Stensrud	Against
MaxLinear, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Albert J. Moyer	Against
MaxLinear, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Theodore L. Tewksbury	Against
Bank of Beijing Co., Ltd.	10-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	4. Approve Financial Budget Report	Against
Bank of Beijing Co., Ltd.	10-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	11. Approve Special Report on Related Party Transactions	Against
BlackLine, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas Unterman	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BlackLine, Inc.	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Stryker Corporation	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Stryker Corporation	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey N. Edwards	Against
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kimberly J. Harris	Against
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Julia L. Johnson	Against
American Water Works Company, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James G. Stavridis	Against
American Water Works Company, Inc.	10-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Oversee and Report a Racial Equity Audit	For
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas P. Bostick	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hilal	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda H. Riefler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Suzanne M. Vautrinot	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John J. Zillmer	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jessica L. Blume	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Wayne S. DeVeydt	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lori J. Robinson	Against
Centene Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Theodore R. Samuels	Against
Centene Corporation	10-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	6. Report on Maternal Morbidity Reduction Metrics in Executive Compensation	For
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ian Atkinson	Withhold
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kerry D. Dyte	Withhold
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ave G. Lethbridge	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kinross Gold Corporation	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kelly J. Osborne	Withhold
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Marie Giguere	Against
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ines Kolmsee	Against
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Zin Smati	Against
Boralex Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Dany St-Pierre	Against
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Lesso Group Holdings Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8C. Authorize Reissuance of Repurchased Shares	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin L. Beebe	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eric J. Guerin	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzanne E. McBride	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David P. McGlade	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jean-Paul Luksic as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tony Jensen as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Francisca Castro as Director	Against
GoerTek Inc.	10-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantee	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jamie Pike as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Angela Archon as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Peter France as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Richard Gillingwater as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Caroline Johnstone as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Jane Kingston as Director	Against
Spirax-Sarco Engineering Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Kevin Thompson as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7A. Re-elect Sir Douglas Flint as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7B. Re-elect Jonathan Asquith as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7D. Re-elect Catherine Bradley as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7E. Re-elect John Devine as Director	Against
abrdn Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7F. Re-elect Hannah Grove as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	10-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Stephanie Levan as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Neoen SA	10-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	19. Adopt Double Voting-Rights to Long-Term Registered Shareholders and Amend Article 11 of Bylaws Accordingly	Against
Novanta Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Lonny J. Carpenter	Withhold
Novanta Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Maxine L. Mauricio	Withhold
Novanta Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Thomas N. Secor	Withhold
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Sarosh Mistry as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect John Pettigrew as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Richard Solomons as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Cathy Turner as Director	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Linda Yueh as Director	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher M. Burley	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael J. Hennigan	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Raj S. Kushwaha	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Alice D. Laberge	Against
Nutrien Ltd.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Consuelo E. Madere	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elaine D. Rosen	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Juan N. Cento	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sari Granat	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lawrence V. Jackson	Against
Assurant, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Debra J. Perry	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ivan K. Fong	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Janet P. Froetscher	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jill R. Goodman	Against
Cboe Global Markets, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Roderick A. Palmore	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William F. Glavin, Jr.	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Allison H. Mnookin	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anne M. Mulcahy	Against
LPL Financial Holdings Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Corey E. Thomas	Against
PROS Holdings, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Timothy V. Williams	Withhold
Tractor Supply Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ricardo Cardenas	Against
Tractor Supply Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Denise L. Jackson	Against
Tractor Supply Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edna K. Morris	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tractor Supply Company	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
WEX Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Shikhar Ghosh	Against
WEX Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Susan Sobbott	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Carlton L. Highsmith	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard J. Hipple	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
KeyCorp	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mitchell E. Daniels, Jr.	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher T. Jones	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Steven F. Leer	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Amy E. Miles	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jennifer F. Scanlon	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John R. Thompson	Against
Norfolk Southern Corporation	11-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Melanie Healey	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laxman Narasimhan	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Rodney Slater	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	7. Amend Clawback Policy	For
Verizon Communications Inc.	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	9. Require Independent Board Chair	For
China Energy Engineering Corporation Limited	11-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve External Guarantees Plan	Against
China Energy Engineering Corporation Limited	11-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	14. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary K. Bush	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Candace H. Duncan	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Thierer	Against
Intel Corporation	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Intel Corporation	11-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Klepierre SA	11-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	5. Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Garheng Kong	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter M. Neupert	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richelle P. Parham	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on Transport of Nonhuman Primates Within the U.S.	For
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Manhattan Associates, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eddie Capel	Against
Manhattan Associates, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles E. Moran	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Norma B. Clayton	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Dempsey	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Christopher J. Kearney	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Laurette T. Koellner	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Joseph D. Rupp	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nadja Y. West	Withhold
Nucor Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth W. Cornew	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Traci M. Dolan	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James C. Marcuccilli	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley S. Seaman	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven A. Sonnenberg	Withhold
SunPower Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter Faricy	Withhold
SunPower Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Nathaniel Anschuetz	Withhold
SunPower Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thomas McDaniel	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenn A. Carter	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Brenda A. Cline	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary L. Landrieu	Withhold
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharon Bowen	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Monte Ford	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dan Hesse	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Jonathan Miller	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Ben Verwaayen	Against
CTS Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert A. Profusek	Against
CTS Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Alfonso G. Zulueta	Against
CTS Corporation	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CTS Corporation	11-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Keith J. Allman	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Christopher A. O'Herlihy	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles K. Stevens, III	Against
Bayerische Motoren Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Kurt Bock to the Supervisory Board	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Martha H. Marsh	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director C. Ashley Heppenstall	Against
Lundin Mining Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Dale C. Peniuk	Against
Magna International Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Mary S. Chan	Withhold
Magna International Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director V. Peter Harder	Withhold
Progress Software Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Paul T. Dacier	Withhold
Progress Software Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director John R. Egan	Withhold
Progress Software Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Vivian Vitale	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	Against
Swire Pacific Limited	11-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Linda M. Connly	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Anders Gustafsson	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice M. Roberts	Against
Zebra Technologies Corporation	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Calix, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kathleen Crusco	Withhold
Calix, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Carl Russo	Withhold
Calix, Inc.	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Calix, Inc.	11-May-23	USA	G	Compensation - Employee Stock Ownership/Purchase Plan	Amend Non-Qualified Employee Stock Purchase Plan	3. Amend Nonqualified Employee Stock Purchase Plan	Against
Calix, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tzu-Yin ("TY") Chiu	Withhold
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph P. Keithley	Withhold
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeanne Quirk	Withhold
Axcelis Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas St. Dennis	Withhold
Bunge Limited	11-May-23	Bermuda	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
WSP Global Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher Cole	Against
WSP Global Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Birgit Norgaard	Against
WSP Global Inc.	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Linda Smith-Galipeau	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dorothy M. Ables	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sue W. Cole	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laree E. Perez	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Donald W. Slager	Against
Martin Marietta Materials, Inc.	11-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Martin Marietta Materials, Inc.	11-May-23	USA	E	Environmental - Climate	GHG Emissions	5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	5. Re-elect Robert Childs as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	7. Re-elect Donna DeMaio as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	8. Re-elect Michael Goodwin as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	9. Re-elect Thomas Huerlimann as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	11. Re-elect Colin Keogh as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	12. Re-elect Anne MacDonald as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	13. Re-elect Constantinos Miranthis as Director	Against
Hiscox Ltd.	11-May-23	Bermuda	G	Director Election - Director Election	Elect Director	15. Re-elect Lynn Pike as Director	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephani Kingsmill	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jane E. Kinney	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Indira V. Samarasekera	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederick Singer	Against
AAC Technologies Holdings, Inc.	11-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
AAC Technologies Holdings, Inc.	11-May-23	Cayman Islands	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
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Laurie Brias	Withhold
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Leif Johansson	Withhold
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Franz-Josef Kortum	Withhold
Autoliv, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Frederic Lissalde	Withhold
Renault SA	11-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Jean-Dominique Senard as Director	Against
Renault SA	11-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Annette Winkler as Director	Against
Renault SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Ramsey	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marty Reaume	Against
SPS Commerce, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sempowski Ward	Against
The Western Union Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Betsy D. Holden	Against
The Western Union Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael A. Miles, Jr.	Against
The Western Union Company	12-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Provide Right to Act by Written Consent	For
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawrence A. Selzer	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim Williams	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher B. Begley	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Betsy J. Bernard	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert A. Hagemann	Against
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Maria Teresa Hilado	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zimmer Biomet Holdings, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Integra LifeSciences Holdings Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Keith Bradley	Against
Integra LifeSciences Holdings Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Barbara B. Hill	Against
Integra LifeSciences Holdings Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Raymond G. Murphy	Against
Wanhua Chemical Group Co., Ltd.	12-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	3. Approve Completion of 2022 Investment Plan and 2023 Investment Plan Report	Against
Wanhua Chemical Group Co., Ltd.	12-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	12. Approve Continued Registration for the Application for Non-financial Corporate Debt Financing Instrument (DFI)	Against
Wanhua Chemical Group Co., Ltd.	12-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Management System for Providing External Guarantees	Against
John Bean Technologies Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Barbara L. Brasier	Against
John Bean Technologies Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Brian A. Deck	Against
John Bean Technologies Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Polly B. Kawalek	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John P. Bilbrey	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lisa M. Edwards	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director C. Martin Harris	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly A. Nelson	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Colgate-Palmolive Company	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Colgate-Palmolive Company	12-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
HelloFresh SE	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HelloFresh SE	12-May-23	Germany	G	Company Articles - Article Amendments	Amend Articles Board-Related	8. Amend Articles Re: Supervisory Board Term of Office	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy E. Guertin	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Peter Herweck	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marilyn Matz	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip Bleser	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against
Vinda International Holdings Limited	12-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Vinda International Holdings Limited	12-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas W. Handley	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jennifer M. Kirk	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Larson	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James P. Snee	Against
Republic Services, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Sandra M. Volpe	Against
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a3. Elect Director Jaimie Donovan	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a4. Elect Director R. Peter Gillin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a5. Elect Director Chantal Gosselin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a8. Elect Director Charles A. Jeannes	Withhold
Duerr AG	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
ANSYS, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Glenda M. Dorchak	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ANSYS, Inc.	12-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Director Election - Director Election	Elect Director	18. Elect Tomasz Suchanski as Director	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Renewal of the Duration of the Existing Authorised Share Capital Clause for Another Five Years Period and Amend Article 5.2 of the Articles	Against
Hangzhou First Applied Material Co., Ltd.	12-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.1. Approve Remuneration Plan of Chairman Lin Jianhua	Against
Hangzhou First Applied Material Co., Ltd.	12-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.2. Approve Remuneration of Independent Directors	Against
Iflytek Co., Ltd.	12-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against
Iflytek Co., Ltd.	12-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Approve Amendments to Articles of Association	Against
Iflytek Co., Ltd.	12-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Major Business Decision-making System	Against
Inspur Electronic Information Industry Co., Ltd.	12-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	10.2. Elect Peng Zhen as Director	Against
Inspur Electronic Information Industry Co., Ltd.	12-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.1. Elect Wang Aiguo as Director	Against
Inspur Electronic Information Industry Co., Ltd.	12-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.2. Elect Wang Peizhi as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Paul Zumbuehl as Director and Board Chair	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Stefano Mercurio as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.3. Reelect Ingo Specht as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Elena Cortona as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.5. Reelect Markus Asch as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Susanne Schreiber as Director	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Markus Asch as Member of the Compensation Committee	Against
Interroll Holding AG	12-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Stefano Mercorio as Member of the Compensation Committee	Against
Interroll Holding AG	12-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Public Bank Berhad	15-May-23	Malaysia	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration and Benefits-in-kind (Excluding Directors' Fee and Board Meeting Allowance) to the late Chairman Emeritus, Director and Adviser, Teh Hong Piow	Against
360 Security Technology, Inc.	15-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantees	Against
Guangdong Haid Group Co., Ltd.	15-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Idle Own Funds for Cash Management	Against
Yealink Network Technology Corp. Ltd.	15-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Idle Own Funds for Cash Management	Against
Yealink Network Technology Corp. Ltd.	15-May-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	11. Approve Business Partner Share Purchase Plan and Summary	Against
Yealink Network Technology Corp. Ltd.	15-May-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	12. Approve Authorization of Board to Handle All Related Matters	Against
Fortune Brands Innovations, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas I. Fink	Against
Fortune Brands Innovations, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director A. D. David Mackay	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Melody C. Barnes	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marguerite M. Nader	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sean P. Nolan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James D. Shelton	Against
Five9, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert Zollars	Withhold
Five9, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Louis Hobson	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathryn Munro	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robert Synowicki, Jr.	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director David Vander Ploeg	Against
Knight-Swift Transportation Holdings Inc.	16-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kenneth F. Buechler	Withhold
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Kenneth J. Widder	Withhold
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Joseph D. Wilkins, Jr.	Withhold
QuidelOrtho Corp.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Stephen H. Wise	Withhold
Artivion, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Marna P. Borgstrom	Withhold
Artivion, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jeffrey H. Burbank	Withhold
Artivion, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jon W. Salveson	Withhold
Artivion, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China United Network Communications Ltd.	16-May-23	China	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	7.2. Approve Election of Directors and Authorization of the Board to Determine the Directors Remuneration	Against
China United Network Communications Ltd.	16-May-23	China	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7.4. Approve Authorization of Board to Handle All Related Matters Regarding the Exercise Allotment During the Period, Power to Reissue and Handle Additional Shares	Against
China United Network Communications Ltd.	16-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association and Relevant Matters	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Newell Brands Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bridget Ryan Berman	Against
Newell Brands Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robert A. Steele	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon P. Durban	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gregory K. Mondre	Against
Motorola Solutions, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph M. Tucci	Against
Elia Group SA/NV	16-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Amended Remuneration Policy	Against
Elia Group SA/NV	16-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	11. Reelect Bernard Gustin as Independent Director and Approve His Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	12. Reelect Roberte Kesteman as Independent Director and Approve Her Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	13. Reelect Dominique Offergeld as Director and Approve Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	14. Elect Eddy Vermoesen as Director and Approve Remuneration	Against
Elia Group SA/NV	16-May-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	15. Elect Bernard Thiry as Director and Approve Remuneration	Against
Fresenius Medical Care AG & Co. KGaA	16-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lisa Crutchfield	Withhold
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director George K. Martin	Withhold
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director James R. Moxley, III	Withhold
Fulton Financial Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Scott A. Snyder	Withhold
MKS Instruments, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter J. Cannone, III	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MKS Instruments, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph B. Donahue	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director James C. Katzman	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Juan R. Perez	Withhold
The Hershey Company	16-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	5. Report on Human Rights Impacts of Living Wage & Income Position Statement	For
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Isabelle Marcoux	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Christian Noyer	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3.1. Elect Li Haitao as Director	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3.2. Elect Liu Zhengyu as Director	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Director Election - Director Election	Elect Director	3.3. Elect Dai Jingming as Director	Against
Shenzhen International Holdings Limited	16-May-23	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
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Shenzhen International Holdings Limited	16-May-23	Bermuda	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8. Adopt New By-Laws	Against
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ira C. Kaplan	Withhold
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kim Korth	Withhold
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William M. Lasky	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stoneridge, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director George S. Mayes, Jr.	Withhold
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mark W. Begor	Against
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory Blank	Against
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Catherine L. Burke	Against
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Deborah A. Farrington	Against
NCR Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Georgette D. Kiser	Against
NCR Corporation	16-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Foshan Haitian Flavouring & Food Co., Ltd.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	9. Approve Use of Idle Own Funds for Entrusted Financial Management	Against
Suzhou Maxwell Technologies Co., Ltd.	16-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	7. Amend Employee Loan Management Measures	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Malissia R. Clinton	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director William E. Curran	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Thomas W. Erickson	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jim D. Kever	Against
3D Systems Corporation	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kevin S. Moore	Against
Bank of Jiangsu Co., Ltd.	16-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	6. Approve Financial Statements and Financial Budget	Against
Bank of Jiangsu Co., Ltd.	16-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Issuance of Ordinary Financial Bonds	Against
Shenzhen Kangtai Biological Products Co., Ltd.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Own Funds for Investment in Financial Products	Against
Unisplendour Co., Ltd.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantee for the Supplier Credit Line Application of Subsidiaries	Against
Sangfor Technologies, Inc.	16-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	4. Approve Financial Statements and Financial Budget Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sangfor Technologies, Inc.	16-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	6. Approve Use of Idle Own Funds for Cash Management	Against
Sangfor Technologies, Inc.	16-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	13.1. Elect He Chaoxi as Director	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robyn Denholm	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director JB Straubel	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Alteryx, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charles R. Cory	Withhold
Alteryx, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey L. Horing	Withhold
Alteryx, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dean A. Stoecker	Withhold
Alteryx, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William F. Austen	Withhold
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Gail E. Hamilton	Withhold
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Andrew C. Kerin	Withhold
Arrow Electronics, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gerry P. Smith	Withhold
Burlington Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jordan Hitch	Against
Burlington Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mary Ann Tocio	Against
Burlington Stores, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
EVgo Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Darpan Kapadia	Withhold
EVgo Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jonathan Seelig	Withhold
EVgo Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul Segal	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EVgo Inc.	17-May-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Eliminate or Limit Personal Liability of Certain Officers	Against
Proto Labs, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Archie C. Black	Against
Proto Labs, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sujeet Chand	Against
Proto Labs, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sven A. Wehrwein	Against
Proto Labs, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Accor SA	17-May-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Sebastien Bazin as Director	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Sebastien Bazin, Chairman and CEO	Against
Accor SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Accor SA	17-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	14. Approve Transaction with Paris Saint-Germain Football Re: Partnership Agreement	Against
Accor SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Accor SA	17-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	27. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Francine J. Bovich	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathy Hopinkah Hannan	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael Haylon	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric A. Reeves	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Bloom Energy Corp.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Eddy Zervigon	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cindy Christy	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ari Q. Fitzgerald	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea J. Goldsmith	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Tammy K. Jones	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anthony J. Melone	Against
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jamie Haenggi	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Benjamin Kortlang	Withhold
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James F. Albaugh	Against
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Amy E. Alving	Against
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharon R. Barner	Against
Howmet Aerospace Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jody G. Miller	Against
Howmet Aerospace Inc.	17-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
MicroVision, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert P. Carlile	Withhold
MicroVision, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Judith M. Curran	Withhold
MicroVision, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Brian V. Turner	Withhold
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles E. Bunch	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ertharin Cousin	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patrick T. Siewert	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Mondelez International, Inc.	17-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on 2025 Cage-Free Egg Goal	For
Mondelez International, Inc.	17-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	For
SS&C Technologies Holdings, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David A. Varsano	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amelia C. Fawcett	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William L. Meaney	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregory L. Summe	Against
State Street Corporation	17-May-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	6. Report on Asset Management Policies and Diversified Investors	For
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director William J. (John) Berger	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Rahman D'Argenio	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael C. Morgan	Withhold
Sunnova Energy International Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sangeeta Bhatia	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lloyd Carney	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Diana McKenzie	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Alessia Mosca as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Hugues Brasseur as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	12. Reelect Pascal Lheureux as Director	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	13. Reelect Eric Vial as Director	Against
Credit Agricole SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Xavier Musca, Vice-CEO	Against
Willis Towers Watson Public Limited Company	17-May-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Fumbi Chima	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Joseph Lacob	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director C. Raymond Larkin, Jr.	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George J. Morrow	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan E. Siegel	Against
Align Technology, Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Align Technology, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.A. Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve UK Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Swiss Remuneration Report	Against
Coca-Cola HBC AG	17-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Deutsche Bank AG	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Mayree Clark to the Supervisory Board	Against
Deutsche Bank AG	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.4. Elect Norbert Winkeljohann to the Supervisory Board	Against
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dylan G. Haggart	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Wafaa Mamilli	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Heidi G. Miller	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kevin M. Warren	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chairman	For
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lawrence D. Kingsley	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sophie V. Vandebroek	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KION GROUP AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sherry A. Aaholm	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bradley R. Gabosch	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Kasarda	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thomas A. Stith, III	Withhold
Old Dominion Freight Line, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Leo H. Suggs	Withhold
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Julia L. Coronado	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Dirk A. Kempthorne	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marc H. Morial	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert J. Pace	Against
Robert Half International Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Frederick A. Richman	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Telefonica Deutschland Holding AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Neurocrine Biosciences, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Johanna Mercier	Withhold
Quest Diagnostics Incorporated	17-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reginald H. Gilyard	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerardo I. Lopez	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Susan Meaney	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Oscar Munoz	Against
CBRE Group, Inc.	17-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	For
Molson Coors Beverage Company	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H. Sanford Riley	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Todd Crockett	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick McCarter	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry D. De Shon	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carlos Dominguez	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Donna A. James	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Teresa Wynn Roseborough	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Virginia P. Ruesterholz	Against
The Hartford Financial Services Group, Inc.	17-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	4. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director K. Gunnar Bjorklund	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Bush	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon D. Garrett	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephen D. Milligan	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patricia H. Mueller	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director George P. Orban	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Larree M. Renda	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hoyuan Green Energy Co., Ltd.	17-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Use of Own Funds for Entrusted Financial Management	Against
Pop Mart International Group Ltd.	17-May-23	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
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Scheme Limit	Against
Pop Mart International Group Ltd.	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Service Provider Sublimit	Against
Sampo Oyj	17-May-23	Finland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	18. Allow Shareholder Meetings to be Held by Electronic Means Only	Against
Jiangsu Goodwe Power Supply Technology Co., Ltd.	17-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantee	Against
Kadant Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director John M. Albertine	Against
Kadant Inc.	17-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect William Gairard as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Generation as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Thierry Lescure as Director	Against
SEB SA	17-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Aude de Vassart as Director	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry de La Tour d'Artaise	Against
SEB SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stanislas De Gramont	Against
SEB SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against
Chubb Limited	17-May-23	Switzerland	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	14. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Chubb Limited	17-May-23	Switzerland	S	Social - Human Rights	Human Rights Risk Assessment	15. Report on Human Rights Risk Assessment	For
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Transfer of Share Options	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1c. Approve Termination of the Existing Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4a. Adopt 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4b. Approve Transfer of Share Awards	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4c. Approve Termination of the Existing Share Award Schemes	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Boston Beer Company, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Meghan V. Joyce	Withhold
The Boston Beer Company, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael Spillane	Withhold
The Boston Beer Company, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jean-Michel Valette	Withhold
Wen's Foodstuff Group Co., Ltd.	17-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Related Party Transactions	Against
Wen's Foodstuff Group Co., Ltd.	17-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against
CVS Health Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Adopt a Paid Sick Leave Policy	For
CVS Health Corporation	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
CVS Health Corporation	18-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael J. Harrington	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director R. David Hoover	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deborah T. Kochevar	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kirk P. McDonald	Against
Elanco Animal Health Incorporated	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Inari Medical, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cynthia Lucchese	Withhold
Inari Medical, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jonathan Root	Withhold
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan Campbell	Against
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Susan K. Carter	Against
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas L. Deitrich	Against
ON Semiconductor Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul A. Mascarenas	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert F. Friel	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Victoria D. Harker	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lila Tretikov	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Uday Yadav	Against
Xylem Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Xylem Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Zoetis Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Alnylam Pharmaceuticals, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael W. Bonney	Against
Alnylam Pharmaceuticals, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Yvonne L. Greenstreet	Against
Alnylam Pharmaceuticals, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Phillip A. Sharp	Against
Gentherm Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sophie Desormiere	Withhold
Gentherm Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Byron Shaw, II	Withhold
Gentherm Incorporated	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John Stacey	Withhold
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nora M. Denzel	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael P. Gregoire	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph A. Householder	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth W. Vanderslice	Against
Dropbox, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andrew W. Houston	Withhold
Dropbox, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa Campbell	Withhold
Dropbox, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul E. Jacobs	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan F. Foster	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lou Jepsen	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger A. Krone	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Patricia L. Lewis	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen A. Ligocki	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Conrad L. Mallett, Jr.	Against
Lear Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gregory C. Smith	Against
Otis Worldwide Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Otis Worldwide Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paula Santilli	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Caryn Seidman-Becker	Against
The Home Depot, Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For
The Home Depot, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Political Expenditures Congruence	For
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Scott D. Ferguson	Against
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marla Gottschalk	Against
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sunil Gupta	Against
US Foods Holding Corp.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ann E. Ziegler	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
US Foods Holding Corp.	18-May-23	USA	G	Compensation - Compensation	Limit/Prohibit Accelerated Vesting of Awards	7. Limit Accelerated Vesting of Equity Awards Upon a Change in Control	For
Kingdee International Software Group Company Limited	18-May-23	Cayman Islands	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	7. Adopt New Amended and Restated Memorandum and Articles of Association	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jonathan Bewes as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Soumen Das as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tom Hall as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tristia Harrison as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Michael Roney as Director	Against
Next Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Dame Dianne Thompson as Director	Against
Sichuan Chuantou Energy Co., Ltd.	18-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	4. Approve Production and Operation Plan as well as Financial Budget Report	Against
Sichuan Chuantou Energy Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Report on the Financing Work of the Company's Headquarters	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Richard Huntingford as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Richard Smith as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Ross Paterson as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ilaria del Beato as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Dame Shirley Pearce as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Thomas Jackson as Director	Against
The UNITE Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Sir Steve Smith as Director	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael R. Burns	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tracy A. Leinbach	Against
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Laurel J. Richie	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hasbro, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mary Beth West	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Hafize Gaye Erkan	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah C. Hopkins	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amphenol Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David P. Falck	Against
Amphenol Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Rita S. Lane	Against
Amphenol Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anne Clarke Wolff	Against
Amphenol Corporation	18-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robin Budenberg as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Alan Dickinson as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Amanda Mackenzie as Director	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Rosemary Hilary as Director	Against
St. James's Place Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Paul Manduca as Director	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Fernando Aguirre	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paget L. Alves	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director P.W. "Bill" Parker	Against
Synchrony Financial	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Laurel J. Richie	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herringer	Against
The Charles Schwab Corporation	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	For
Columbia Banking System, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mark A. Finkelstein	Against
Columbia Banking System, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eric S. Forrest	Against
Euronet Worldwide, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrzej Olechowski	Withhold
Euronet Worldwide, Inc.	18-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	10. Approve Authorization on Financing Credit	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	11. Approve Provision of Guarantees	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	12. Approve Issuance of Non-financial Corporate Debt Financing Instruments	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	14. Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	19.1. Elect Chen Xuehua as Director	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	20.1. Elect Zhu Guang as Director	Against
Zhejiang Huayou Cobalt Co., Ltd.	18-May-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	20.3. Elect Qian Bolin as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect John McAdam as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Margaret Ewing as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Brian May as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Constantin Coussios as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Heather Mason as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Kim Lody as Director	Against
Convatec Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Sharon O'Keefe as Director	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven R. Altman	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard A. Collins	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kyle Malady	Against
DexCom, Inc.	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
Inner Mongolia Yili Industrial Group Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	14. Approve Provision of Guarantee for Controlled Subsidiaries	Against
Inner Mongolia Yili Industrial Group Co., Ltd.	18-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	15. Approve Provision of Guarantee for Hohhot Yixing Dairy Investment Management Co., Ltd.	Against
Yihai International Holding Ltd.	18-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yihai International Holding Ltd.	18-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
EVE Energy Co., Ltd.	18-May-23	China	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	16. Amend External Guarantee Management System	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Election - Director Election	Elect Director	1. Elect Alvin Michael Hew Thai Kheam as Director	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Election - Director Election	Elect Director	2. Elect Hamidah binti Naziadin as Director	Against
Maxis Berhad	18-May-23	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve PricewaterhouseCoopers PLT as Auditors and Authorize Directors to Fix Their Remuneration	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Related - Board Related	Indicate X as Independent Board Member	7. Approve Alvin Michael Hew Thai Kheam to Continue Office as Independent Non-Executive Director	Against
Maxis Berhad	18-May-23	Malaysia	G	Director Related - Board Related	Indicate X as Independent Board Member	8. Approve Hamidah binti Naziadin to Continue Office as Independent Non-Executive Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Maxis Berhad	18-May-23	Malaysia	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Approve Long Term Incentive Plan for the Eligible Employees of Maxis Berhad and Its Subsidiaries	Against
Muyuan Foods Co., Ltd.	18-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Report	Against
Gentex Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Joseph Anderson	Withhold
Gentex Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Leslie Brown	Withhold
Gentex Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gary Goode	Withhold
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1b. Elect Director Edward E. "Ned" Guillet	Withhold
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael W. Harlan	Withhold
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Elise L. Jordan	Withhold
Waste Connections, Inc.	19-May-23	Canada	G	Director Election - Director Election	Elect Director	1g. Elect Director Susan "Sue" Lee	Withhold
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas H. Glocer	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert H. Herz	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Erika H. James	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Mary L. Schapiro	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	Against
Morgan Stanley	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Morgan Stanley	19-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Hua Xia Bank Co., Ltd.	19-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Report	Against
Ingredion Incorporated	19-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory B. Kenny	Against
Ingredion Incorporated	19-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephan B. Tanda	Against
Ingredion Incorporated	19-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jorge A. Uribe	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ingredion Incorporated	19-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ellen J. Kullman	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Amy E. Miles	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Ronald D. Sugar	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R. Sanders Williams	Against
Baoshan Iron & Steel Co., Ltd.	19-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Related Party Transaction	Against
Sungrow Power Supply Co., Ltd.	19-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Issuing of Letter of Guarantee	Against
Sungrow Power Supply Co., Ltd.	19-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	13. Amend Articles of Association	Against
Super Micro Computer, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sherman Tuan	Withhold
Zhejiang NHU Co. Ltd.	19-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	6. Approve Bill Pool Business	Against
Bank of Nanjing Co., Ltd.	19-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	9. Amend Equity Management Measures	Against
Bank of Nanjing Co., Ltd.	19-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend Related-Party Transaction Management System	Against
China National Nuclear Power Co., Ltd.	19-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association	Against
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Implementation of Investment Budget in 2022 and Proposed Investment Budget in 2023	Against
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Corporate Bond Issuance Plan	Against
China State Construction Engineering Corp. Ltd.	19-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management Regulations of External Guarantee	Against
Shandong Nanshan Aluminum Co., Ltd.	19-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	13. Approve Related Party Transaction with Nanshan Group Finance Co., Ltd.	Against
FormFactor, Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lothar Maier	Against
Sprout Social, Inc.	22-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barris	Withhold
Sprout Social, Inc.	22-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen Walker	Withhold
Gevo, Inc.	22-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick R. Gruber	Withhold
Gevo, Inc.	22-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Gevo, Inc.	22-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gevo, Inc.	22-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
New Hope Liuhe Co., Ltd.	22-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Financing Guarantee	Against
Titan Wind Energy (Suzhou) Co., Ltd.	22-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6. Approve Provision of Guarantee	Against
Zhejiang Chint Electrics Co., Ltd.	22-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Additional External Guarantee	Against
Vontier Corporation	22-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gloria R. Boyland	Against
Vontier Corporation	22-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christopher J. Klein	Against
Vontier Corporation	22-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Maryrose Sylvester	Against
Envista Holdings Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kieran T. Gallahue	Withhold
Envista Holdings Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel Raskas	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jamf Holding Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andre Durand	Withhold
Jamf Holding Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kevin Klausmeyer	Withhold
Jamf Holding Corp.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Vina M. Leite	Withhold
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Margaret B. Shannon	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Martha B. Wyrsh	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly A. Ayotte	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bruce W. Duncan	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carol B. Einiger	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Diane J. Hoskins	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joel I. Klein	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Matthew J. Lustig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Douglas M. Baker, Jr.	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Pamela J. Craig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Inge G. Thulin	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kathy J. Warden	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Access to COVID-19 Products	For
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Merck & Co., Inc.	23-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	10. Require Independent Board Chair	For
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jacqueline Brady	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Reginald H. Gilyard	Against
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Priya Cherian Huskins	Against
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael D. McKee	Against
Realty Income Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald L. Merriman	Against
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael J. Cody	Withhold
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Abraham Ludomirski	Withhold
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raanan Zilberman	Withhold
Vishay Intertechnology, Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vishay Intertechnology, Inc.	23-May-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	5. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
bioMerieux SA	23-May-23	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Boulud, Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
China Yangtze Power Co., Ltd.	23-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Short-term Fixed Income Investment	Against
Array Technologies, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brad Forth	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mark J. Alles	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Elizabeth McKee Anderson	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Willard Dere	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Elaine J. Heron	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director David E.I. Pyott	Withhold
BioMarin Pharmaceutical Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CelcomDigi Bhd.	23-May-23	Malaysia	G	Director Election - Director Election	Elect Director	1. Elect Vimala V.R. Menon as Director	Against
CelcomDigi Bhd.	23-May-23	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	10. Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Against
Hangzhou Tigermed Consulting Co., Ltd.	23-May-23	China	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	11. Adopt Subsidiary Share Option Scheme	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hangzhou Tigermed Consulting Co., Ltd.	23-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
Henry Schein, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Deborah Derby	Against
Henry Schein, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Philip A. Laskawy	Against
Henry Schein, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Bradley T. Sheares	Against
IPG Photonics Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael Child	Against
IPG Photonics Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Eric Meurice	Against
IPG Photonics Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John Peeler	Against
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Welltower Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CEVA, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bernadette Andrietti	Withhold
CEVA, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Sven-Christer Nilsson	Withhold
CEVA, Inc.	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donald E. Brown	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret M. Keane	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Andrea Redmond	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gregg M. Sherrill	Against
The Allstate Corporation	23-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pearl S. Huang	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Omniceil, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robin G. Seim	Withhold
Omniceil, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Sara J. White	Withhold
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Norbert Broger to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Nora Diepold to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Robert Friedmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Volker Kronseider to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Susanne Nonnast to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Petra Schadeberg-Herrmann to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect Stephan Seifert to the Supervisory Board	Against
Krones AG	23-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Matthias Winkler to the Supervisory Board	Against
Wuhu Shunrong Sanqi Interactive Entertainment Co., Ltd.	23-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	9. Amend Management System for Providing External Investments	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Anne Lange as Director	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne-Gabrielle Heilbronner as Director	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bader M. Alsaad	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William E. Ford	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Fabrizio Freda	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Cheryl D. Mills	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gordon M. Nixon	Against
BlackRock, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Ability to Engineer Decarbonization in the Real Economy	For
BlackRock, Inc.	24-May-23	USA	S	Social - Weapons	Weapons - Related	7. Report on Societal Impacts of Aerospace & Defense Industry ETF	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric K. Brandt	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Betsy D. Holden	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harry M. Jansen Kraemer, Jr.	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan Christodoro	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against
PayPal Holdings, Inc.	24-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Adopt a Policy on Services in Conflict Zones	For
PayPal Holdings, Inc.	24-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carla J. Bailo	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jeffrey J. Jones, II	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Douglas A. Pertz	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Advance Auto Parts, Inc.	24-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3c. Reelect Anthony Foxx as Non-Executive Director	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3h. Reelect Gregory Summe as Non-Executive Director	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jamie S. Gorelick	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jonathan J. Rubinstein	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Patricia Q. Stonesifer	Against
Amazon.com, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Customer Due Diligence	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	For
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	For
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	For
Amazon.com, Inc.	24-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Health & Safety	Facility Safety	21. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Pollution	Recycling	22. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	23. Commission Third Party Study and Report on Risks Associated with Use of Recognition	For
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrew Martin as Director	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Graham Allan as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Gurnek Bains as Director	Against
Intertek Group Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Tamara Ingram as Director	Against
N-able, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael Bingle	Withhold
N-able, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Cam McMartin	Withhold
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Janet M. Dolan	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas B. Leonardi	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Clarence Otis, Jr.	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Elizabeth E. Robinson	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Philip T. (Pete) Ruegger, III	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Rafael Santana	Against
The Travelers Companies, Inc.	24-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	For
The Travelers Companies, Inc.	24-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	7. Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	For
The Travelers Companies, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	8. Oversee and Report on a Third-Party Racial Equity Audit	For
The Travelers Companies, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Ensure Policies Do Not Support Police Violations of Civil Rights	For
iRhythm Technologies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce G. Bodaken	Withhold
iRhythm Technologies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Mark J. Rubash	Withhold
iRhythm Technologies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Abhijit Y. Talwalkar	Withhold
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ellen R. Alemany	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vijay G. D'Silva	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jeffrey A. Goldstein	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gary L. Lauer	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Louise M. Parent	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Clive Adamson as Director	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Edward Braham as Director	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Clare Chapman as Director	Against
M&G Plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Clare Thompson as Director	Against
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael J. Saylor	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Phong Q. Le	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Stephen X. Graham	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jarrod M. Patten	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Leslie J. Rechan	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Carl J. Rickertsen	Withhold
MicroStrategy Incorporated	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
MicroStrategy Incorporated	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
SMA Solar Technology AG	24-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
SMA Solar Technology AG	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy for the Management Board	Against
Solid Power, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven Goldberg	Withhold
Solid Power, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Aleksandra Miziolek	Withhold
Zalando SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. 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
Guangzhou Automobile Group Co., Ltd.	24-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	9. Approve Provision of Financial Services to Related Parties	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplaix to the Supervisory Board	Against
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Pamela G. Bailey	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James F. Hinrichs	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jean Hobby	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Tyrone Jeffers	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director M. Craig Maxwell	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Filippo Passerini	Withhold
Integer Holdings Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director William B. Summers, Jr.	Withhold
Tenable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director John C. Huffard, Jr.	Withhold
Tenable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director A. Brooke Seawell	Withhold
Tenable Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Raymond Vicks, Jr.	Withhold
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director C. Martin Harris	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Alexandra Keith	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lars R. Sorensen	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CONMED Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David Bronson	Withhold
CONMED Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director LaVerne Council	Withhold
CONMED Corporation	24-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Martha Goldberg Aronson	Withhold
CONMED Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.1. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
China Everbright Environment Group Limited	24-May-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Tandem Diabetes Care, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen McGroddy-Goetz	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Thomas Johnson as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Mark Price as Director	Against
Coca-Cola Europacific Partners plc	24-May-23	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	24. Approve Waiver of Rule 9 of the Takeover Code	Against
Pinterest, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey Jordan	Against
Pinterest, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Levine	Against
Pinterest, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pinterest, Inc.	25-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	4. Report on Prevention of Workplace Harassment and Discrimination	For
Roblox Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David Baszucki	Withhold
Roblox Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory Baszucki	Withhold
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James R. Tobin	Against
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Edward M. Basile	Against
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephanie Lovell	Against
TransMedics Group, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David Weill	Against
Yum China Holdings, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FARO Technologies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alex Davern	Withhold
FARO Technologies, Inc.	25-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
IDEX Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark A. Beck	Against
IDEX Corporation	25-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	For
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Enrique Hernandez, Jr.	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paul Walsh	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Miles White	Against
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	5. Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	For
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	9. Report on Lobbying Payments and Policy	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	10. Issue Transparency Report on Global Public Policy and Political Influence	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McDonald's Corporation	25-May-23	USA	S	Social - Animal Welfare	Animal Welfare	11. Report on Animal Welfare	For
Genscript Biotech Corp.	25-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2A1. Elect Wang Jiafen as Director	Against
Genscript Biotech Corp.	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Genscript Biotech Corp.	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	4C. Authorize Reissuance of Repurchased Shares	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jocelyn Carter-Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary J. Steele Guilfoile	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dawn Hudson	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan F. Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Linda S. Sanford	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David M. Thomas	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
COSCO SHIPPING Holdings Co., Ltd.	25-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	7. Amend Articles of Association, Rules and Procedures Regarding General Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of Directors	Against
COSCO SHIPPING Holdings Co., Ltd.	25-May-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	9. Amend Articles of Association, Rules and Procedures Regarding General Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of Directors	Against
Everbridge, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kent Mathy	Withhold
Everbridge, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Simon Paris	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intrieri	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.10. Elect Management Nominee Director Francis A. deSouza	For
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.11. Elect Management Nominee Director Robert S. Epstein	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JDE Peet's NV	25-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Remuneration Report	Against
JDE Peet's NV	25-May-23	Netherlands	G	Director Election - Director Election	Elect Director	5.b. Elect Jeroen Katgert as Non-Executive Director	Against
Ranpak Holdings Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael Gliedman	Withhold
Ranpak Holdings Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alicia Tranen	Withhold
Ranpak Holdings Corp.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SBA Communications Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven E. Bernstein	Against
Sensata Technologies Holding Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	1a. Elect Director Andrew C. Teich	Against
Sensata Technologies Holding Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	1f. Elect Director Constance E. Skidmore	Against
Sensata Technologies Holding Plc	25-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	1g. Elect Director Steven A. Sonnenberg	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl K. Beebe	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gregory L. Ebel	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Gitzel	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Emery N. Koenig	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
The Mosaic Company	25-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Mosaic Company	25-May-23	USA	E	Environmental - Climate	GHG Emissions	7. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Courtney D. Armstrong	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Yehuda Ari Buchalter	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kathleen A. Cote	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Thomas F. Frist, III	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jamie S. Gorelick	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roger H. Moore	Against
VeriSign, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Timothy Tomlinson	Against
VeriSign, Inc.	25-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Nevro Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frank Fischer	Withhold
Nevro Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Karen Prange	Withhold
Nevro Corp.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Elizabeth Weatherman	Withhold
Nevro Corp.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Continuing Related Transactions Framework Agreement on Financial Services Between the Company and CNAF, Annual Caps and Related Transactions	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Continuing Related Transactions Framework Agreement on Financial Services Between CNAHC and CNAF, Annual Caps and Related Transactions	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Continuing Related Transactions Framework Agreement on Financial Services Between Air China Cargo and CNAF, Annual Caps and Related Transactions	Against
Air China Limited	25-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve Continuing Related Transactions Framework Agreement on Trademark License Between the Company and CNAHC	Against
Air China Limited	25-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	11. Approve Grant of General Mandate to the Board to Issue Debt Financing Instruments	Against
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Barry J. Bentley	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory S. Bentley	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Keith A. Bentley	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raymond B. Bentley	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kirk B. Griswold	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Janet B. Haugen	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Brian F. Hughes	Withhold
Bentley Systems, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Edward J. Casey, Jr.	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Thomas C. Chubb, III	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Margaret G. Lewis	Against
Flowers Foods, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Melvin T. Stith	Against
Flowers Foods, Inc.	25-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sarah E. Beshar	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas M. Finke	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.5. Elect Director William (Bill) F. Glavin, Jr.	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.7. Elect Director Denis Kessler	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nigel Sheinwald	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.9. Elect Director Paula C. Tolliver	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.10. Elect Director G. Richard (Rick) Wagoner, Jr.	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.11. Elect Director Christopher C. Womack	Against
Invesco Ltd.	25-May-23	Bermuda	G	Director Election - Director Election	Elect Director	1.12. Elect Director Phoebe A. Wood	Against
Gotion High-tech Co., Ltd	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Application of Credit Lines	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gotion High-tech Co., Ltd	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	10. Approve Use of Idle Own Funds for Entrusted Financial Management	Against
Country Garden Services Holdings Company Limited	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Country Garden Services Holdings Company Limited	25-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4. Reelect Michele Sioen as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.5. Reelect Olivier Perier as Director	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.a. Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Against
D'Ieteren Group	25-May-23	Belgium	G	Takeover Related - Takeover - Restricting	Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer	1.b. Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	2.a. Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	2.b. Authorize Reissuance of Repurchased Shares	Against
D'Ieteren Group	25-May-23	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	2.c. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Ming Yang Smart Energy Group Co., Ltd.	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	11. Approve External Guarantee	Against
Ming Yang Smart Energy Group Co., Ltd.	25-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	12. Approve Application of Credit Line	Against
China Resources Cement Holdings Ltd.	25-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3.4. Elect Ip Shu Kwan Stephen as Director	Against
China Resources Cement Holdings Ltd.	25-May-23	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
China Resources Cement Holdings Ltd.	25-May-23	Cayman Islands	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
Wuliangye Yibin Co., Ltd.	26-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Supplementary Agreement of Financial Services Agreement	Against
Wuliangye Yibin Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	9. Approve Comprehensive Budget	Against
Ecovacs Robotics Co., Ltd.	26-May-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	13. Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against
Ecovacs Robotics Co., Ltd.	26-May-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	14. Approve Methods to Assess the Performance of Plan Participants	Against
Ecovacs Robotics Co., Ltd.	26-May-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	15. Approve Authorization of the Board to Handle All Related Matters	Against
AEON Co., Ltd.	26-May-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Against
AEON Co., Ltd.	26-May-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Tsukamoto, Takashi	Against
Carrefour SA	26-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Alexandre Bompard as Director	Against
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against
Carrefour SA	26-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
Carrefour SA	26-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David H. Batchelder	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurie Z. Douglas	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard W. Dreiling	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Bertram L. Scott	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Bank of Shanghai Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Financial Statements 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
Bank of Shanghai Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	9. Approve Capital Management Plan	Against
Bank of Shanghai Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve Dividend Distribution Policy	10. Approve Shareholder Return Plan	Against
Guangzhou Kingmed Diagnostics Group Co., Ltd.	26-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7. Approve Remuneration of Directors and Senior Management Members	Against
Guangzhou Kingmed Diagnostics Group Co., Ltd.	26-May-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Supervisors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Idle Own Funds to Purchase Financial Products	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	8. Approve Provision of Guarantee	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	11. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	13. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management System of Raised Funds	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15. Amend Management System for Providing External Investments	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend Related-Party Transaction Management System	Against
Focus Media Information Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	17. Amend Dividend Management System	Against
NARI Technology Co., Ltd.	26-May-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Financial Business Services Agreement	Against
NARI Technology Co., Ltd.	26-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Administrative Measures for Decision-Making of Related Party Transactions	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Ravi Gopinath as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Alison Henwood as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ulf Quellmann as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect William Seeger as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Cathy Turner as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Kjersti Wiklund as Director	Against
Spectris Plc	26-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mark Williamson as Director	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H Shares and Non-listed Shares	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	9. Approve Issuance of Debt Financing Instruments	Against
Guotai Junan Securities Co., Ltd.	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6.1. Approve Provision of Guarantee for Handling Comprehensive Credit Line and Other Banking Services	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6.2. Approve Provision of Guarantee for Infrastructure Project Construction	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6.3. Approve Provision of Guarantee for Leasing of Business Premises	Against
Oppein Home Group, Inc.	29-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Funds for Cash Management	Against
Oppein Home Group, Inc.	29-May-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	10. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Oppein Home Group, Inc.	29-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11. Amend Working System for Independent Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oppein Home Group, Inc.	29-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Related Transaction System	Against
Oppein Home Group, Inc.	29-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Management System for Providing External Guarantees	Against
Oppein Home Group, Inc.	29-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Management System for Providing External Investments	Against
Oppein Home Group, Inc.	29-May-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	18. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Tongcheng Travel Holdings Limited	29-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tongcheng Travel Holdings Limited	29-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	4C. Authorize Reissuance of Repurchased Shares	Against
The Carlyle Group Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lawton W. Fitt	Withhold
The Carlyle Group Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Anthony Welters	Withhold
The Carlyle Group Inc.	30-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Wan Hai Lines Ltd.	30-May-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	5.5. Elect Jung-Nien Lai, with Shareholder No. C120773XXX, as Independent Director	Against
BOC Aviation Limited	30-May-23	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
BOC Aviation Limited	30-May-23	Singapore	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Guangzhou Baiyunshan Pharmaceutical Holdings Company Limited	30-May-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	7. Approve Financial and Operational Targets and Annual Budget	Against
Workiva Inc.	30-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael M. Crow	Withhold
Asseco Poland SA	30-May-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Asseco Poland SA	30-May-23	Poland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Amend Remuneration Policy	Against
Aier Eye Hospital Group Co., Ltd.	30-May-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Approve Amendments to Articles of Association	Against
China Eastern Airlines Corporation Limited	30-May-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	6. Approve Grant of General Mandate to the Board to Issue Bonds	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Eastern Airlines Corporation Limited	30-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
China Eastern Airlines Corporation Limited	30-May-23	China	G	Routine Business - Routine Business	Approve Provision for Asset Impairment	8. Approve Unrecovered Losses Amounting to One-Third of the Total Paid-Up Share Capital	Against
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James Beer	Withhold
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cain A. Hayes	Withhold
DocuSign, Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.	31-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	7. Approve Use of Funds for Financial Products	Against
CSPC Pharmaceutical Group Limited	31-May-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Grant of Options Under the Share Option Scheme	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Bernd Toenjes to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Barbara Albert to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Cornelius Baur to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Elect Aldo Belloni to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.5. Elect Werner Fuhrmann to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.6. Elect Christian Kohlpaintner to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.7. Elect Cedrik Neike to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.8. Elect Ariane Reinhart to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.9. Elect Michael Ruediger to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.10. Elect Angela Titzrath to the Supervisory Board	Against
Evonik Industries AG	31-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Evonik Industries AG	31-May-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	8. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2. Elect Director Ma Donghui	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Director Li Xiang	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Director Li Tie	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director Zhao Hongqiang	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Li Auto Inc.	31-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Randall L. Stephenson	Against
Walmart Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Walmart Inc.	31-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	5. Consider Pay Disparity Between CEO and Other Employees	For
Walmart Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Human Rights Due Diligence	For
Walmart Inc.	31-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Commission Third Party Racial Equity Audit	For
Walmart Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	10. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Walmart Inc.	31-May-23	USA	S	Social - Health & Safety	Facility Safety	12. Oversee and Report a Workplace Health and Safety Audit	For
Penumbra, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Bridget O'Rourke	Withhold
Penumbra, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Surbhi Sarna	Withhold
Q2 Holdings, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stephen C. Hooley	Withhold
Q2 Holdings, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Margaret L. Taylor	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Q2 Holdings, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Lynn Antipas Tyson	Withhold
Q2 Holdings, Inc.	31-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Outset Medical, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jim Hinrichs	Withhold
Outset Medical, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Andrea L. Saia	Withhold
Outset Medical, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Catherine Szyman	Withhold
Outset Medical, Inc.	31-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
HKT Trust and HKT Limited	31-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	12. Adopt H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	13. Authorize Board and/or Delegate to Handle Matters Pertaining to H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	13. Adopt H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	14. Approve Grant of Awards to Connected Selected Participants Under 2023 H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	15. Authorize Board and/or Delegate to Handle Matters Pertaining to H Share Award and Trust Scheme	Against
WuXi AppTec Co., Ltd.	31-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
Anhui Conch Cement Company Limited	31-May-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Approve Report of the Board of Directors	Against
Anhui Conch Cement Company Limited	31-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ping An Bank Co., Ltd.	31-May-23	China	S	Social - Charitable Spending	Approve Charitable Donations	8. Approve External Donation Budget and External Donation Authorization	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Marc de Garidel as Director	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Henri Beaufour as Director	Against
Ipsen SA	31-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Michele Ollier as Director	Against
Ipsen SA	31-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Ipsen SA	31-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David A. Blau	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robin P. Hickenlooper	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gregory B. Maffei	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James E. Meyer	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jonelle Procope	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David M. Zaslav	Withhold
Sirius XM Holdings Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Scott Sandell	Withhold
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michelle Zatlyn	Withhold
Cloudflare, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Glaukos Corporation	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Denice M. Torres	Withhold
SiTime Corporation	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Torsten G. Kreindl	Withhold
SiTime Corporation	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Akira Takata	Withhold
SiTime Corporation	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marcel Gani	Against
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tal Payne	Against
ACI Worldwide, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janet O. Estep	Against
ACI Worldwide, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary P. Harman	Against
ACI Worldwide, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Charles E. Peters, Jr.	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter E. Bisson	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sutherland Fuchs	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William O. Grabe	Against
Hansoh Pharmaceutical Group Company Limited	01-Jun-23	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
Hansoh Pharmaceutical Group Company Limited	01-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
LeMaitre Vascular, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bridget A. Ross	Withhold
LeMaitre Vascular, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul E. Chamberlain	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anita M. Sands	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ulta Beauty, Inc.	01-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify Ernst & Young LLP as Auditors	Against
Encavis AG	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. 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
Encavis AG	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	10. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 18 Million Pool of Capital to Guarantee Conversion Rights	Against
Encavis AG	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	11. Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy for FY 2024, 2025, and 2026	Against
Corporacion Acciona Energias Renovables SA	01-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Kirk E. Arnold	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Hudson	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jay C. Hoag	Against
Netflix, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	01-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	For
Netflix, Inc.	01-Jun-23	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Risk in Retirement Plan Options	For
Netflix, Inc.	01-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	For
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Trustee Harold Burke	Withhold
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Trustee Elaine Todres	Withhold
Canadian Apartment Properties Real Estate Investment Trust	01-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Trustee Rene Tremblay	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James C. Dalton	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Meaghan Lloyd	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Peek	Withhold
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
Alphabet Inc.	02-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	11. Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Alignment of YouTube Policies With Online Safety Regulations	For
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	17. Adopt Share Retention Policy For Senior Executives	For
Alphabet Inc.	02-Jun-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	18. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Hydro One Limited	02-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Cherie Brant	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hydro One Limited	02-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director David Hay	Withhold
Hydro One Limited	02-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1K. Elect Director Susan Wolburgh Jenah	Withhold
EPAM Systems, Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ronald Vargo	Against
Xinyi Solar Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Xinyi Solar Holdings Limited	02-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Tingyi (Cayman Islands) Holding Corp.	05-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tingyi (Cayman Islands) Holding Corp.	05-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Yakov Faitelson	Withhold
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas F. Mendoza	Withhold
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Avrohom J. Kess	Withhold
Varonis Systems, Inc.	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ohad Korkus	Withhold
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy Flynn	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michele Hooper	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director F. William McNabb, III	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John Noseworthy	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Racial Equity Audit	For
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Fisker, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Henrik Fisker	Withhold
Fisker, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mark E. Hickson	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fisker, Inc.	06-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
HubSpot, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Claire Hughes Johnson	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	For
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Risk from Supplier Misclassification of Supplier's Employees	For
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy for All Employees	For
Yageo Corp.	06-Jun-23	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Issuance of Restricted Stocks	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Zein Abdalla	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vinita Bali	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leo S. Mackay, Jr.	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Stephen J. Rohleder	Against
BANK POLSKA KASA OPIEKI SA	06-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
CD Projekt SA	06-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	23. 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
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Pamela M. Arway	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Gregory J. Moore	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John M. Nehra	Against
DaVita Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Phyllis R. Yale	Against
Nordex SE	06-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Wei Hopeman	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles H. Noski	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thomas E. Rothman	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Lynn Vojvodich Radakovich	Against
China Mengniu Dairy Company Limited	06-Jun-23	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
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Gregory B. Maffei	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Matt Goldberg	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jay C. Hoag	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Betsy L. Morgan	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director M. Greg O'Hara	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeremy Philips	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Albert E. Rosenthaler	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jane Jie Sun	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Trynka Shineman Blake	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TripAdvisor, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert S. Wiesenthal	Withhold
TripAdvisor, Inc.	06-Jun-23	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	3. Change State of Incorporation from Delaware to Nevada	Against
TripAdvisor, Inc.	06-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James R. Scapa	Withhold
Altair Engineering Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen Earhart	Withhold
Beijing Kingsoft Office Software, Inc.	06-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	10. Approve Use of Idle Own Funds to Invest in Financial Products	Against
Beijing Kingsoft Office Software, Inc.	06-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Management System of Raised Funds	Against
Flat Glass Group Co., Ltd.	06-Jun-23	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.	06-Jun-23	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.	06-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	14. Amend Articles of Association	Against
Fortive Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharmistha Dubey	Against
Fortive Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeannine Sargent	Against
Fortive Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alan G. Spoon	Against
Fortive Corporation	06-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
WH Group Limited	06-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
WH Group Limited	06-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
GoDaddy Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark Garrett	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David Mussafer	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alarm.com Holdings, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Evans	Against
Alarm.com Holdings, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Timothy McAdam	Against
Dollarama Inc.	07-Jun-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	4. SP 1: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	For
Dollarama Inc.	07-Jun-23	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. SP 2: Report on Third-Party Employment Agencies	For
Dollarama Inc.	07-Jun-23	Canada	E	Environmental - Climate	GHG Emissions	6. SP 3: Adopt Net Zero Targets in Alignment with the Paris Agreement	For
Heska Corporation	07-Jun-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy Altobello	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jane Chwick	Against
MarketAxess Holdings Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William F. Cruger	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director David Hung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Kinyip Gabriel Leung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Timothy Scannell	Against
Procore Technologies, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Nanci E. Caldwell	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jurgen Leohold	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gena Lovett	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Dipender Saluja	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Jens Wiese	Withhold
QuantumScape Corporation	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bruker Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Hermann F. Requardt	Withhold
Perficient, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Romil Bahl	Against
Perficient, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ralph C. Derrickson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Perficient, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Brian L. Matthews	Against
Unity Software Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary Schmidt Campbell	Withhold
Unity Software Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Keisha Smith-Jeremie	Withhold
Unity Software Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Luminar Technologies, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Austin Russell	Withhold
Luminar Technologies, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary Lou Jepsen	Withhold
Luminar Technologies, Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Luminar Technologies, Inc.	07-Jun-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against
Qualys, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Wendy M. Pfeiffer	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Kathy Bayless	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Marty Neese	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1G. Elect Director James Roche	Withhold
Ballard Power Systems Inc.	07-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1I. Elect Director Janet Woodruff	Withhold
Hellenic Telecommunications Organization SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6. Approve Remuneration of Executive Board Members	Against
Hellenic Telecommunications Organization SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Hellenic Telecommunications Organization SA	07-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
InterDigital, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John A. Kritzmacher	Against
InterDigital, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John D. Markley, Jr.	Against
InterDigital, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jean F. Rankin	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Alejandro Nicolas Aguzin	Withhold
MercadoLibre, Inc.	07-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China Resources Land Limited	07-Jun-23	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
China Resources Land Limited	07-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Globus Medical, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel T. Scavilla	Withhold
Globus Medical, Inc.	07-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
BYD Company Limited	08-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantees by the Group	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	Against
China Feihe Limited	08-Jun-23	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
China Feihe Limited	08-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Exact Sciences Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Doyle	Against
Exact Sciences Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathleen Sebelius	Against
Exact Sciences Corporation	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SES AI Corp.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jiong Ma	Withhold
SES AI Corp.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Eric Luo	Withhold
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James J. Barrese	Against
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffrey D. Jones	Against
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Bunsei Kure	Against
Visteon Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert J. Manzo	Against
Visteon Corporation	08-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Rapid7, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Benjamin Holzman	Withhold
Rapid7, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director J. Benjamin Nye	Withhold
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Laura Alber	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robin Washington	Against
Salesforce, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Semtech Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Rockell N. Hankin	Withhold
Semtech Corporation	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Sylvia Summers	Withhold
Desktop Metal, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Ric Fulop	Against
Desktop Metal, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Scott Dussault	Against
Desktop Metal, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Dev Ittycheria	Withhold
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Shardul Shah	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Toast, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kent Bennett	Withhold
Toast, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan E. Chapman-Hughes	Withhold
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect as Director Kirk S. Hachigian	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect as Director Steven C. Mizell	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect as Director Nicole Parent Haughey	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect as Director Lauren B. Peters	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect as Director Dean I. Schaffer	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect as Director Dev Vardhan	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect as Director Martin E. Welch, III	Against
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.10. Elect SHIN-MIN CHEN with SHAREHOLDER NO.J100657XXX as Independent Director	Against
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.11. Elect SHU-HSING LI with SHAREHOLDER NO.R120428XXX as Independent Director	Against
Fubon Financial Holding Co., Ltd.	09-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	6.12. Elect ALAN WANG with SHAREHOLDER NO.F102657XXX as Independent Director	Against
NuVasive, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Leslie V. Norwalk	Against
NuVasive, Inc.	09-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
China Railway Signal & Communication Corporation Limited	09-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Renewal of the Financial Services Framework Agreement Between CRSC Group Finance Limited and China Railway Signal and Communication (Group) Corporation Limited and Its Related Party Transactions	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Steven T. Stull	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joseph W. Farrelly	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Thomas M. Hagerty	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Archie L. Jones, Jr.	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Hala G. Modellmog	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
FLEETCOR Technologies, Inc.	09-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joseph L. Goldstein	Against
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christine A. Poon	Against
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	5. Report on Impact of Extended Patent Exclusivities on Product Access	For
Shift4 Payments, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jonathan Halkyard	Withhold
Shift4 Payments, Inc.	09-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	8. Approve Purchase of Structured Deposit with Internal Idle Fund	Against
CMOC Group Limited	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve External Guarantee Arrangements	Against
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Authorize Board to Decide on Issuance of Debt Financing Instruments	Against
CMOC Group Limited	09-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Approve Formulation, Amendment and Improvement of the Internal Control Systems	Against
CMOC Group Limited	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Against
Asymchem Laboratories (Tianjin) Co., Ltd.	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
China Minsheng Banking Corp., Ltd.	09-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shengyi Technology Co., Ltd.	09-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Provision of Guarantee	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5a. Elect Director Jonathan C. Burrell	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Joseph J. Hartnett	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5d. Elect Director Catherine A. Lewis	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5e. Elect Director Charles W. Pepper	Against
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paul Michaels	Against
Keurig Dr Pepper Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1I. Elect Director Debra Sandler	Against
Asana, Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sydney Carey	Withhold
Asana, Inc.	12-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Adam D'Angelo	Withhold
Hengdian Group DMEGC Magnetics Co., Ltd.	12-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Management Methods for the Use of Raised Funds	Against
LivaNova Plc	12-Jun-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
LivaNova Plc	12-Jun-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Stacy Seng as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Lukas Braunschweiler as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.7. Reelect Julie Tay as Director	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3. Appoint Julie Tay as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	12-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Shockwave Medical, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director C. Raymond Larkin, Jr.	Withhold
Shockwave Medical, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Maria Sainz	Withhold
Taiwan Mobile Co., Ltd.	13-Jun-23	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.5. Elect HSUEH-JEN SUNG, with Shareholder No. R102960XXX, as Independent Director	Against
Taiwan Mobile Co., Ltd.	13-Jun-23	Taiwan	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	7. Approve Release of Restrictions of Competitive Activities of Director HSUEH-JEN SUNG	Against
Twilio Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Erika Rottenberg	Withhold
Twilio Inc.	13-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Block, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amy Brooks	Withhold
Block, Inc.	13-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Matterport, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jason Krikorian	Withhold
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Carol Arrowsmith as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Nathan Bostock as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Heidi Mottram as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Kevin O'Byrne as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Amber Rudd as Director	Against
Centrica Plc	13-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Scott Wheway as Director	Against
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Matthew Calkins	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert C. Kramer	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark Lynch	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director A.G.W. 'Jack' Biddle, III	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Shirley A. Edwards	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Barbara 'Bobbie' Kilberg	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director William D. McCarthy	Withhold
Appian Corporation	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael J. Mulligan	Withhold
Appian Corporation	13-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kelly A. Ayotte	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David L. Calhoun	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Debra L. Reed-Klages	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan C. Schwab	Against
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Caterpillar Inc.	14-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Caterpillar Inc.	14-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Due Diligence Process of Doing Business in Conflict Affected Areas	For
Pure Storage, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Roxanne Taylor	Withhold
Best Buy Co., Inc.	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director M. Michele Burns	Withhold
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fred Wilson	Withhold
Etsy, Inc.	14-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Commission Independent Review of Effectiveness of Efforts to Prevent Harassment and Discrimination	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Douglas M. Baker, Jr.	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director George S. Barrett	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christine A. Leahy	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dmitri L. Stockton	Against
Target Corporation	14-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Incyte Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Julian C. Baker	Against
Incyte Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jean-Jacques Bienaime	Against
Incyte Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jacquelyn A. Fouse	Against
Incyte Corporation	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Toyota Motor Corp.	14-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.3. Appoint Statutory Auditor Sakai, Ryuji	Against
Toyota Motor Corp.	14-Jun-23	Japan	E	Environmental - Climate	Report on Climate Change	4. Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	For
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis Chew	Withhold
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark B. Templeton	Withhold
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	2.b. Approve Remuneration of Directors	Against
Terna Energy SA	14-Jun-23	Greece	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Advisory Vote on Remuneration Report	Against
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kirk E. Arnold	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. Binet	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director W. Edmund Clark	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael E. Daniels	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Deanna Oppenheimer	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Simon Paris	Withhold
Thomson Reuters Corporation	14-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Barry Salzberg	Withhold
W. R. Berkley Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director W. Robert Berkley, Jr.	Against
W. R. Berkley Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Maria Luisa Ferre	Against
W. R. Berkley Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mark L. Shapiro	Against
PagerDuty, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sameer Dholakia	Withhold
PagerDuty, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jennifer Tejada	Withhold
PagerDuty, Inc.	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ZTO Express (Cayman) Inc.	14-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ZTO Express (Cayman) Inc.	14-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9. Authorize Reissuance of Repurchased Shares	Against
Ginlong Technologies Co., Ltd.	14-Jun-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Ginlong Technologies Co., Ltd.	14-Jun-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Performance Shares Incentive Plan Implementation Assessment Management Measures	Against
Ginlong Technologies Co., Ltd.	14-Jun-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Blackbaud, Inc.	14-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Consensus Cloud Solutions, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elaine Healy	Against
China Longyuan Power Group Corporation Limited	15-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Budget Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Longyuan Power Group Corporation Limited	15-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
China Longyuan Power Group Corporation Limited	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marcia J. Avedon	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Bennett J. Morgan	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Generac Holdings Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David S. Harris	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles A. Elcan	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Mervyn L. Alphonso	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lee I. Fisher	Against
REX American Resources Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Anne C. MacMillan	Against
Asseco Poland SA	15-Jun-23	Poland	G	Routine Business - Routine Business	Approve Standard Accounting Transfers	5. Approve Creation of Reserve Capital via Transfer from Supplementary Capital	Against
Asseco Poland SA	15-Jun-23	Poland	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Share Repurchase Program	Against
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Victor K. Lee	Withhold
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James C. Moyer	Withhold
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1e. Elect Michael Man Kit Leung as Director	Against
NetEase, Inc.	15-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve Amended and Restated 2019 Share Incentive Plan	Against
Sanyo Denki Co., Ltd.	15-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamamoto, Shigeo	Against
Sanyo Denki Co., Ltd.	15-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kodama, Nobumasa	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard C. Elias	Against
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elizabeth H. Gemmill	Against
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director C. Keith Hartley	Against
Universal Display Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Celia M. Joseph	Against
Universal Display Corporation	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Universal Display Corporation	15-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG LLP as Auditors	Against
Zheshang Securities Co., Ltd.	15-Jun-23	China	S	Social - Charitable Spending	Approve Charitable Donations	8. Approve External Donation Plan	Against
Zoom Video Communications, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H.R. McMaster	Withhold
Zoom Video Communications, Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William P. Donnelly	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Tony L. White	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Ingersoll Rand Inc.	15-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect John Rishton as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Mary McDowell as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Gill Whitehead as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Louise Smalley as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Flaschen as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Joanne Wilson as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Zheng Yin as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PROCEPT BioRobotics Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Antal Desai	Withhold
PROCEPT BioRobotics Corporation	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary Garrett	Withhold
Grifols SA	15-Jun-23	Spain	G	Director Election - Director Election	Elect Director	7.2. Reelect Tomas Daga Gelabert as Director	Against
Grifols SA	15-Jun-23	Spain	G	Director Election - Director Election	Elect Director	7.3. Reelect Carina Szpilka Lazaro as Director	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	12. Approve Stock Option Plan	Against
Grifols SA	15-Jun-23	Spain	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve Grant of Options to the Executive Chairman and CEO	Against
CRRRC Corporation Limited	15-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	5. Approve Arrangement of Guarantees	Against
CRRRC Corporation Limited	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and H Shares	Against
CRRRC Corporation Limited	15-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	10. Approve Issuance of Debt Financing Instruments	Against
AppFolio, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alex Wolf	Withhold
AppFolio, Inc.	16-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Withhold
Asmedia Technology Inc.	16-Jun-23	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Issuance of Restricted Stocks	Against
CTBC Financial Holding Co., Ltd.	16-Jun-23	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Issuance of Restricted Stocks	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ming Hsieh	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William H. Neukom	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Judith Sim	Against
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marvell Technology, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Robert E. Switz	Against
Simplex Holdings, Inc.	16-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director and Audit Committee Member Hirota, Naoto	Against
Smartsheet Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director James N. White	Withhold
Yadea Group Holdings Ltd.	16-Jun-23	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.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Haitong Securities Co., Ltd.	16-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
Bank of Hangzhou Co., Ltd.	16-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	8. Amend Articles of Association	Against
Great Wall Motor Company Limited	16-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and H Shares	Against
Greentown Service Group Co. Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Greentown Service Group Co. Ltd.	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6C. Authorize Reissuance of Repurchased Shares	Against
Greentown Service Group Co. Ltd.	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	7. Adopt 2023 Share option Scheme and Terminate 2018 Share Option Scheme	Against
Huayu Automotive Systems Co., Ltd.	16-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Daily Related Party Transactions	Against
Huayu Automotive Systems Co., Ltd.	16-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Related-Party Transaction Management System	Against
Huayu Automotive Systems Co., Ltd.	16-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Management System of Raised Funds	Against
TCL Technology Group Corp.	16-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft of Employee Share Purchase Plan	Against
TCL Technology Group Corp.	16-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
TCL Technology Group Corp.	16-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tianqi Lithium Corp.	16-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Financial Institutions for Credit Lines and Provision of Related Guarantee	Against
Tianqi Lithium Corp.	16-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares or H Shares	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Grant of Share Options to Cheng Yixiao	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3.1. Adopt the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3.2. Authorize Board to Handle All Matters in Relation to the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3.3. Approve Scheme Mandate Limit in Relation to the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3.4. Approve Service Provider Sublimit in Relation to the 2023 Share Incentive Scheme	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Huang Sidney Xuande as Director	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Ma Yin as Director	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Kuaishou Technology	16-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	10. Authorize Reissuance of Repurchased Shares	Against
Ningbo Tuopu Group Co., Ltd.	19-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	6. Approve Bill Pool Business	Against
Ningbo Tuopu Group Co., Ltd.	19-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	15. Approve Amendments to Articles of Association	Against
Orthofix Medical Inc.	19-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine M. Burzik	Against
Orthofix Medical Inc.	19-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael E. Paolucci	Against
Acciona SA	19-Jun-23	Spain	G	Director Election - Director Election	Elect Director	2.1. Reelect Jeronimo Marcos Gerard Rivero as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	3.1. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against
Acciona SA	19-Jun-23	Spain	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3.2. 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
Acciona SA	19-Jun-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote on Remuneration Report	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Vikram Pandit	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Som Mittal	Against
ExlService Holdings, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nitin Sahney	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Guarantees Plan	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Daily Related Party Transactions and Signing of Daily Related Party Transaction Agreement	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Signing of Financial Services Agreement and Related Party Transaction	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	12. Approve Authorization of the Board to Issue Debt Financing Instruments	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13. Approve Remuneration of Directors	Against
Power Construction Corporation of China, Ltd.	20-Jun-23	China	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	14. Approve Remuneration of Supervisors	Against
China Conch Venture Holdings Limited	20-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3c. Elect Chan Chi On (alias Derek Chan) as Director	Against
China Conch Venture Holdings Limited	20-Jun-23	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
China Conch Venture Holdings Limited	20-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Shona L. Brown	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stanley Tang	Against
Evotec SE	20-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Gyenes	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Jones	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher Lafond	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Dianne Ledingham	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sharon Rowlands	Against
Pegasystems Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Larry Weber	Against
Pegasystems Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
SoftBank Corp.	20-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kojima, Shuji	Against
XPeng, Inc.	20-Jun-23	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
XPeng, Inc.	20-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Grocery Outlet Holding Corp.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Thomas F. Herman	Against
Grocery Outlet Holding Corp.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Erik D. Ragatz	Against
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
National Silicon Industry Group Co., Ltd.	20-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Financial Budget Report	Against
National Silicon Industry Group Co., Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Application of Bank Credit Lines	Against
National Silicon Industry Group Co., Ltd.	20-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Application for Debt Financing Product Lines	Against
National Silicon Industry Group Co., Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Estimated Amount of External Guarantees	Against
Aluminum Corporation of China Limited	20-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	10. Approve New Financial Services Agreement Between the Company and Chinalco Finance and the Proposed Caps Thereunder	Against
Aluminum Corporation of China Limited	20-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
Shanghai International Port (Group) Co., Ltd.	20-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	7. Approve Provision of External Entrusted Loan	Against
Shenwan Hongyuan Group Co., Ltd.	20-Jun-23	China	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 for Additional A Shares and H Shares	Against
Chaozhou Three-Circle (Group) Co., Ltd.	20-Jun-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.1. Elect Zhang Wanzhen as Director	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charlene T. Begley	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Steven D. Black	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael R. Splinter	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alfred W. Zollar	Against
Nasdaq, Inc.	21-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
eBay, Inc.	21-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert Corti	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Barry Meyer	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert Morgado	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Activision Blizzard, Inc.	21-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt Policy on Freedom of Association and Collective Bargaining	For
Ambarella, Inc.	21-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director D. Jeffrey Richardson	Withhold
Ambarella, Inc.	21-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth M. Schwarting	Withhold
Ambarella, Inc.	21-Jun-23	Cayman Islands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Denis J. O'Leary	Withhold
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Nagarro SE	21-Jun-23	Germany	G	Director Related - Board Related	Approve Increase in Size of Board	6. Approve Increase in Size of Board to Four Members	Against
Nagarro SE	21-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Christian Bacherl to the Supervisory Board	Against
Nippon Yusen KK	21-Jun-23	Japan	G	Director Related - Board Related	Elect Alternate/Deputy Directors	5. Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Against
Powszechna Kasa Oszczednosc Bank Polski SA	21-Jun-23	Poland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Powszechna Kasa Oszczednosc Bank Polski SA	21-Jun-23	Poland	G	Miscellaneous - Board Related	Company Specific-Board-Related	17. Approve Individual Suitability of Supervisory Board Members	Against
Powszechna Kasa Oszczednosc Bank Polski SA	21-Jun-23	Poland	G	Miscellaneous - Board Related	Company Specific-Board-Related	18. Approve Collective Suitability of Supervisory Board Members	Against
Rivian Automotive, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Karen Boone	Withhold
Rivian Automotive, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rose Marcario	Withhold
Rivian Automotive, Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rivian Automotive, Inc.	21-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	4. Adopt a Comprehensive Human Rights Policy	For
Sumitomo Chemical Co., Ltd.	21-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tokura, Masakazu	Against
JD Health International Inc.	21-Jun-23	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
JD Health International Inc.	21-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5c. Authorize Reissuance of Repurchased Shares	Against
JD Logistics, Inc.	21-Jun-23	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
JD Logistics, Inc.	21-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5c. Authorize Reissuance of Repurchased Shares	Against
Pharmaron Beijing Co., Ltd.	21-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	15. Approve Proposed Authorization of the Changes of Registered Capital and Amend Articles of Association	Against
Pharmaron Beijing Co., Ltd.	21-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Against
Pharmaron Beijing Co., Ltd.	21-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	24. Amend Articles of Association by Virtue of the Increase in Registered Capital	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Blake Irving	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stacy J. Smith	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patricia Morrison	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Dennis L. Via	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Luis Visoso	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Splunk Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Tadeu Carneiro	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.8. Elect Director Peter G. Meredith	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kgalema P. Motlanthe	Withhold
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Equity Incentive Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Equity Compensation Plan - Non-Employee Director	Approve/Amend Non-Employee Director Deferred Share Unit Plan	5. Amend Deferred Share Unit Plan	Against
Ivanhoe Mines Ltd.	22-Jun-23	Canada	G	Compensation - Compensation	Amend Terms of Outstanding Options	6. Approve Extension of Option Term	Against
Okta, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Withhold
Okta, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert L. Dixon, Jr.	Withhold
Okta, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Benjamin Horowitz	Withhold
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christa Davies	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George J. Still, Jr.	Against
Workday, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
East Japan Railway Co.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	4.3. Elect Director and Audit Committee Member Mori, Kimitaka	Against
QIAGEN NV	22-Jun-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.a. Reelect Metin Colpan to Supervisory Board	Against
QIAGEN NV	22-Jun-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.f. Reelect Lawrence A. Rosen to Supervisory Board	Against
QIAGEN NV	22-Jun-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.h. Reelect Elizabeth E. Tallett to Supervisory Board	Against
nCino, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jon Doyle	Withhold
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Persis S. Drell	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Mark L. Perry	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Stevens	Against
Verint Systems Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Crawford	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verint Systems Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John Egan	Withhold
Verint Systems Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William Kurtz	Withhold
TPI Composites, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Philip J. Deutch	Withhold
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Atkins as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kal Atwal as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Horst Baier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Fumbi Chima as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Adam Crozier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Chris Kennedy as Director	Against
Monster Beverage Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary P. Fayard	Withhold
Monster Beverage Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven G. Pizula	Withhold
Monster Beverage Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark S. Vidergauz	Withhold
Monster Beverage Corporation	22-Jun-23	USA	G	Capitalization - Capital Increase	Increase Authorized Common Stock	5. Increase Authorized Common Stock	Against
Match Group, Inc.	22-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NanoString Technologies, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director R. Bradley Gray	Withhold
NanoString Technologies, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Teresa Foy	Withhold
NanoString Technologies, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kirk D. Malloy	Withhold
NanoString Technologies, Inc.	23-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NanoString Technologies, Inc.	23-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hirata Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Motoda, Naokuni	Against
Hirata Corp.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Endo, Yasuhiko	Against
RAKUS Co., Ltd.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Matsuoka, Koji	Against
RAKUS Co., Ltd.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Abe, Natsuro	Against
Resona Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Minami, Masahiro	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Okubo, Tetsuo	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kawamoto, Hiroko	Against
Proterra, Inc.	23-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jan R. Hauser	Withhold
Proterra, Inc.	23-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Maria C. Freire	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William A. Hawkins	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jesus B. Mantas	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric K. Rowinsky	Against
Biogen Inc.	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	11. Amend Articles of Association	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	12. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	13. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	14. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend Management Methods for Providing External Guarantees	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	18. Amend Related-Party Transaction Management System	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	19. Amend Management System of Raised Funds	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	20. Amend Management System for Providing External Investments	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	21. Amend Working System for Independent Directors	Against
Beijing TongRenTang Co., Ltd.	26-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	22. Amend Management System for Regulating Capital Exchanges with Related Parties	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hayama, Takatoshi	Against
Hitachi Construction Machinery Co., Ltd.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Moe, Hidemi	Against
MS&AD Insurance Group Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Karasawa, Yasuyoshi	Against
MS&AD Insurance Group Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Hara, Noriyuki	Against
OBIC Business Consultants Co., Ltd.	26-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Anan, Tomonori	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sakurada, Kengo	Against
Sompo Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Okumura, Mikio	Against
Axonics, Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Esteban Lopez	Against
Axonics, Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert E. McNamara	Against
Axonics, Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Nancy Snyderman	Against
Axonics, Inc.	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Haier Smart Home Co., Ltd.	26-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Renewal of the Financial Services Framework Agreement and Its Expected Related-Party Transaction Limit with Haier Group Corporation and Haier Group Finance Co., Ltd.	Against
Masimo Corporation	26-Jun-23	USA	G	Director Related - Board Related	Approve Increase in Size of Board	6. Approve Increase in Size of Board from Five to Seven	For
Metallurgical Corp. of China Ltd.	26-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	6. Approve Plan of Guarantees	Against
Metallurgical Corp. of China Ltd.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	10. Amend Articles of Association	Against
Metallurgical Corp. of China Ltd.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	12. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Topchoice Medical Corp.	26-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	7. Amend Articles of Association	Against
Zhejiang NHU Co. Ltd.	26-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Zhejiang NHU Co. Ltd.	26-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gabrielle Sulzberger	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	For
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeffrey Blidner	Withhold
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Nancy Dorn	Withhold
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director David Mann	Withhold
Brookfield Renewable Corporation	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Lou Maroun	Withhold
China Southern Airlines Company Limited	27-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
China Southern Airlines Company Limited	27-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	8. Authorize Board to Issue Debt Financing Instruments Under the General Mandate	Against
China Southern Airlines Company Limited	27-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Provision of Guarantees by Xiamen Airlines Company Limited to Its Subsidiaries	Against
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kath Smith as Director	Against
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Bert Hoyt as Director	Against
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Helen Ashton as Director	Against
JD Sports Fashion Plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Suzi Williams as Director	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Colleen Johnston	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Jeremy Levine	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Bank of Chengdu Co., Ltd.	27-Jun-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Financial Statements and Financial Budget Plan	Against
Bank of Chengdu Co., Ltd.	27-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	4. Amend Articles of Association	Against
China Merchants Bank Co., Ltd.	27-Jun-23	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP (Special General Partnership) as Domestic Auditor and Deloitte Touche Tohmatsu as Overseas Auditor and Authorize Board to Fix Their Remuneration	Against
ANA HOLDINGS INC.	27-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.1. Appoint Statutory Auditor Kano, Nozomu	Against
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Archana Agrawal	Withhold
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hope Cochran	Withhold
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dwight Merriman	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan M. Silver	Withhold
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kyungyeol Song	Withhold
ROHM Co., Ltd.	27-Jun-23	Japan	G	Compensation - Compensation	Performance-Based and/or Time-Based Equity Awards	4. Approve Restricted Stock Plan	For
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tanaka, Shigeyoshi	Against
TAISEI Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Aikawa, Yoshiro	Against
The Japan Steel Works Ltd.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Matsuo, Toshio	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.5. Appoint Statutory Auditor Ogino, Kozo	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2a. Elect Ge Li as Director	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2c. Elect Kenneth Walton Hitchner III as Director	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5a. Approve Amendments to the Restricted Share Award Scheme and Related Transactions	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	5b. Approve Amendments to the Share Award Scheme for Global Partner Program and Related Transactions	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Adopt Scheme Mandate Limit	Against
Wuxi Biologics (Cayman) Inc.	27-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Omar P. Abbosh	Withhold
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sarah R. Bond	Withhold
BlackBerry Limited	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michael A. Daniels	Withhold
BlackBerry Limited	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Richard Lynch	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BlackBerry Limited	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director V. Prem Watsa	Withhold
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Shira Goodman	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Marcella Shinder	Against
CarMax, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mitchell D. Steenrod	Against
CarMax, Inc.	27-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Box, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sue Barsamian	Against
Box, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jack Lazar	Against
Box, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Park	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Claudia Arney as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Catherine Bradley as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jeff Carr as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrew Cosslett as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sophie Gasperment as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Rakhi Goss-Custard as Director	Against
Kingfisher plc	27-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Bill Lennie as Director	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	11.1. Elect Li Donglin as Director	Against
Zhuzhou CRRC Times Electric Co., Ltd.	27-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against
China Railway Group Limited	28-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	12. Approve Provision of External Guarantee by the Company	Against
Shanghai Pudong Development Bank Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	3. Approve Financial Statements and Financial Budget Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shanghai Pudong Development Bank Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	8. Approve Capital Management Plan	Against
Shanghai Pudong Development Bank Co., Ltd.	28-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Capital Bond Issuance Plan and Related Authorization	Against
China Three Gorges Renewables (Group) Co., Ltd.	28-Jun-23	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.	28-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	9. Approve Amount of Daily Related Party Transaction	Against
China Three Gorges Renewables (Group) Co., Ltd.	28-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	10. Approve Bond Financing Plan	Against
China Three Gorges Renewables (Group) Co., Ltd.	28-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	13. Amend Articles of Association	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Kajima Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Amano, Hiromasa	Against
Nissin Foods Holdings Co., Ltd.	28-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1. Appoint Statutory Auditor Kamei, Naohiro	Against
Nissin Foods Holdings Co., Ltd.	28-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	5. Appoint Alternate Statutory Auditor Sugiura, Tetsuro	Against
Obayashi Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Obayashi, Takeo	Against
Obayashi Corp.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Hasuwa, Kenji	Against
Obayashi Corp.	28-Jun-23	Japan	G	Non-Routine Business - Non-Routine Business	Approve Additional Income Allocation/Distribution	5. Approve Additional Special Dividend of JPY 12	For
Riken Keiki Co., Ltd.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Miyaguchi, Takehito	Against
China Overseas Land & Investment Ltd.	28-Jun-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	28-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Approve Amendments to the Related Party Transaction Management System	Against
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	28-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wingtech Technology Co., Ltd.	28-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	9. Approve Guarantee Plan	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Director Election - Director Election	Elect Director	2b. Elect Chau Shing Yim, David as Director	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	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 Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Adopt New Share Option Scheme and Terminate Share Options Scheme Adopted by the Company on 31 October 2013	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Adopt Scheme Mandate Limit	Against
China Ruyi Holdings Limited	28-Jun-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	10. Adopt Service Provider Sublimit	Against
Chongqing Changan Automobile Co. Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	10. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Chongqing Changan Automobile Co. Ltd.	28-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	11. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Chongqing Changan Automobile Co. Ltd.	28-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	12. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Weichai Power Co., Ltd.	28-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	6. Approve Financial Budget Report	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	13. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	14. Approve Venture Capital Investment with Self-Owned Funds	Against
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	3. Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ganfeng Lithium Group Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	4. Approve Venture Capital Investment with Self-Owned Funds	Against
Anhui Gujing Distillery Co., Ltd.	29-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Independent Director System	Against
Gemdale Corp.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantee Authorization	Against
Gemdale Corp.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	8. Approve Financial Assistance Provision Authorization	Against
China Datang Corporation Renewable Power Co., Limited	29-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	5. Approve Financial Budget Plan	Against
China Datang Corporation Renewable Power Co., Limited	29-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kitajima, Yoshitoshi	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Kitajima, Yoshinari	Against
Dai Nippon Printing Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Morigayama, Kazuhisa	Against
Shimizu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Miyamoto, Yoichi	Against
Shimizu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Inoue, Kazuyuki	Against
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Onodera, Kenichi	Against
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Nishima, Kojun	Against
Sumitomo Realty & Development Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.4. Appoint Statutory Auditor Hasegawa, Naoko	Against
Tokyu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nomoto, Hirofumi	Against
Tokyu Corp.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Takahashi, Kazuo	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Stephen Daintith as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect David Hutchison as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Lesley Knox as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Coline McConville as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Peter McKellar as Director	Against
3i Group PLC	29-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Alexandra Schaapveld as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.A. Reelect Enrique Diaz-Tejeiro Gutierrez as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.B. Reelect Manuel Azpilicueta Ferrer as Director	Against
Solaria Energia y Medio Ambiente SA	29-Jun-23	Spain	G	Director Election - Director Election	Elect Director	4.C. Reelect Carlos Francisco Abad Rico as Director	Against
China Industrial Securities Co. Ltd.	29-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	5. Amend Articles of Association	Against
China Industrial Securities Co. Ltd.	29-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	9. Approve Authorization of Domestic Debt Financing Instruments	Against
China Industrial Securities Co. Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Authorization to Provision of Guarantee	Against
China Tourism Group Duty Free Corporation Limited	29-Jun-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Deposit Services and the Renewal of Annual Caps under the Financial Services Agreement with CTG Finance Company Limited	Against
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Luzhou Laojiao Co., Ltd.	29-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	7. Amend Management Methods for Raised Funds	Against
Zoomlion Heavy Industry Science and Technology Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	11. Approve Provision of Guarantees in Favour of 43 Subsidiaries and Authorize Board to Adjust the Available Guarantee Amount Between the Guaranteed Parties	Against
Zoomlion Heavy Industry Science and Technology Co., Ltd.	29-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Investment in Financial Products	12. Approve Carrying Out of Low Risk Investments and Financial Management and Authorize the Chairman to Make All Investment Decisions and Execute Relevant Contracts and Agreements	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zoomlion Heavy Industry Science and Technology Co., Ltd.	29-Jun-23	China	G	Capitalization - Debt Related	Authorize Issuance of Bonds/Debentures	19. Authorize Chairman of the Board or His Authorized Persons to Determine Matters in Connection with Registration of Debt Financing Instrument and Issue of Debt Securities	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	7. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend Related-Party Transaction System	Against
Montage Technology Co., Ltd.	29-Jun-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Providing External Guarantee System	Against
Domo, Inc.	30-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Joshua G. James	Withhold
Domo, Inc.	30-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jeff Kearl	Withhold
Domo, Inc.	30-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John Pestana	Withhold
Domo, Inc.	30-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Domo, Inc.	30-Jun-23	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
China Merchants Securities Co., Ltd.	30-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
Postal Savings Bank of China Co., Ltd.	30-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	8. Amend Articles of Association	Against
Postal Savings Bank of China Co., Ltd.	30-Jun-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Meituan	30-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Wang Huiwen as Director	Against
Meituan	30-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	10. Approve Amendments to the Post-IPO Share Option Scheme and Related Transactions	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	11. Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	12. Approve the Scheme Limit	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	13. Approve the Service Provider Sublimit	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	14. Approve Issuance of Class B Shares to Orr Gordon Robert Halyburton Under the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	15. Approve Issuance of Class B Shares to Leng Xuesong Under the Post-IPO Share Award Scheme and Related Transactions	Against
Meituan	30-Jun-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	16. Approve Issuance of Class B Shares to Shum Heung Yeung Harry Under the Post-IPO Share Award Scheme and Related Transactions	Against
Beijing-Shanghai High-Speed Railway Co., Ltd.	30-Jun-23	China	G	Routine Business - Routine Business	Approve Provisionary Budget and Strategy for Fiscal Year 20XX	8. Approve Financial Budget Report	Against
China International Capital Corporation Limited	30-Jun-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
China International Capital Corporation Limited	30-Jun-23	China	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	7. Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Accounting Firm and Deloitte Touche Tohmatsu as International Accounting Firm and Authorize Board to Fix Their Remuneration	Against
China Vanke Co., Ltd.	30-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Authorization of Guarantee by the Company and Its Majority-Owned Subsidiaries to Other Majority-Owned Subsidiaries	Against
China Vanke Co., Ltd.	30-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares and/or A Shares	Against
China Vanke Co., Ltd.	30-Jun-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9.1. Elect Hu Guobin as Director	Against
Gree Electric Appliances, Inc. of Zhuhai	30-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Loan Agreement	10. Approve Bill Pool Business	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sany Heavy Industry Co., Ltd.	30-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Sany Heavy Industry Co., Ltd.	30-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
Sany Heavy Industry Co., Ltd.	30-Jun-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Bank of Jiangsu Co., Ltd.	03-Jul-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Bank of Jiangsu Co., Ltd.	03-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Bank of Jiangsu Co., Ltd.	03-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Shenzhen Capchem Technology Co., Ltd.	03-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Adjustment of the Grant Price of the Initial and Reserved Grant Shares Under the Performance Share Incentive Plan	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Amend Long-Term Incentive Plan	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sunil Bharti Mittal as Director	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Andrew Green as Director	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Douglas Baillie as Director	Against
Airtel Africa Plc	04-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ravi Rajagopal as Director	Against
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Teresa Briggs	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Burton	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.6. Elect Nikolaos Velissariou as Director	Against
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.8. Elect Fotios Tzigkos as Independent Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jumbo SA	05-Jul-23	Greece	G	Director Election - Director Election	Elect Director	9.9. Elect Marios Lasanianos as Independent Director	Against
Land Securities Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Edward Bonham Carter as Director	Against
Land Securities Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Nicholas Cadbury as Director	Against
Land Securities Group Plc	06-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Christophe Evain as Director	Against
Sichuan Road & Bridge Co., Ltd.	06-Jul-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	4. Approve Formulation of Articles of Association (Draft) (Applicable After the Listing of GDR)	Against
Ovctek China, Inc.	06-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Ovctek China, Inc.	06-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Methods to Assess the Performance of Plan Participants	Against
Ovctek China, Inc.	06-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve Authorization of the Board to Handle All Related Matters	Against
E2open Parent Holdings, Inc.	07-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ryan Hinkle	Withhold
E2open Parent Holdings, Inc.	07-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Timothy Maudlin	Withhold
Chow Tai Fook Jewellery Group Ltd.	07-Jul-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3d. Elect Kwong Che-Keung, Gordon as Director	Against
Chow Tai Fook Jewellery Group Ltd.	07-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Chow Tai Fook Jewellery Group Ltd.	07-Jul-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Adopt 2023 Share Award Scheme and Terminate 2021 Share Option Scheme	Against
Alstom SA	11-Jul-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Henri Poupart-Lafarge as Director	Against
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine L. (Katie) Burke	Withhold
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David K. Hunt	Withhold
Black Knight, Inc.	12-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lingyi iTech (Guangdong) Co.	12-Jul-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adjustment of Matters Related to Employee Share Purchase Plan	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anthony Bates	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dell	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon Durban	Against
RS Group Plc	13-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Adam Crozier as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Adel Al-Saleh as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Isabel Hudson as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Matthew Key as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Allison Kirkby as Director	Against
BT Group Plc	13-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Sara Weller as Director	Against
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Castelli	Withhold
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James Nelson	Withhold
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Martin H. Nesbitt	Withhold
Chewy, Inc.	14-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raymond Svider	Withhold
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.3. Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	Against
Fresenius Medical Care AG & Co. KGaA	14-Jul-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.4. Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	1. Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	2. Approve Implementation of Assessment Management Methods for Performance of Plans Participants	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Shanghai Aiko Solar Energy Co., Ltd.	17-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Verification of the List of Incentive Objects for Stock Option Plan and Performance Share Incentive Plan	Against
Zhejiang Century Huatong Group Co., Ltd.	17-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Approve to Update the Rules and Procedures Regarding Meetings of Board of Directors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zhejiang Century Huatong Group Co., Ltd.	17-Jul-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. Approve to Update the Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Zhejiang Century Huatong Group Co., Ltd.	17-Jul-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	4. Approve to Update the Rules and Procedures Regarding General Meetings of Shareholders	Against
ChargePoint Holdings, Inc.	18-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce Chizen	Withhold
ChargePoint Holdings, Inc.	18-Jul-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Constellation Brands, Inc.	18-Jul-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Judy A. Schmeling	Against
Constellation Brands, Inc.	18-Jul-23	USA	E	Environmental - Climate	GHG Emissions	5. Disclose GHG Emissions Reductions Targets	For
Constellation Brands, Inc.	18-Jul-23	USA	E	Environmental - Pollution	Recycling	6. Report on Support for a Circular Economy for Packaging	For
Xinjiang Goldwind Science & Technology Co., Ltd.	18-Jul-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Provision of Full Guarantees and Issuance of Letters of Guarantee on Behalf of Majority-Owned Subsidiaries in South Africa	Against
Xinjiang Goldwind Science & Technology Co., Ltd.	18-Jul-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Variation of Guarantee for the Wind Turbines Supply and Installation Contract and Service Contract of Goldwind New Energy South Africa (PTY) Ltd.	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect Alison Brittain as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	10. Re-elect Caroline Donahue as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	11. Re-elect Luiz Fleury as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Howell as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	14. Re-elect Mike Rogers as Director	Against
Remy Cointreau SA	20-Jul-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Remy Cointreau SA	20-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Eric Vallat, CEO	Against
Remy Cointreau SA	20-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of 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
Remy Cointreau SA	20-Jul-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
Santander Bank Polska SA	20-Jul-23	Poland	G	Miscellaneous - Board Related	Company Specific-Board-Related	5. Approve Collective Suitability of Supervisory Board Members	Against
Santander Bank Polska SA	20-Jul-23	Poland	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Supervisory Board Member	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Rita Forst as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jane Griffiths as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Xiaozhi Liu as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Chris Mottershead as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John O'Higgins as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Patrick Thomas as Director	Against
Johnson Matthey Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Doug Webb as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Lady Elish Angiolini as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect John Bason as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Tony Cocker as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Debbie Crosbie as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Helen Mahy as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir John Manzoni as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Melanie Smith as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Dame Angela Strank as Director	Against
Giga Device Semiconductor, Inc.	20-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Stock Option Incentive Plan and Its Summary	Against
Giga Device Semiconductor, Inc.	20-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Methods to Assess the Performance of Plan Participants	Against
Giga Device Semiconductor, Inc.	20-Jul-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Authorization of the Board to Handle All Related Matters of the Stock Option Incentive Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director W. Roy Dunbar	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Mantia	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Martinez	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kathleen Wilson-Thompson	Against
Topsports International Holdings Limited	21-Jul-23	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
Topsports International Holdings Limited	21-Jul-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sir David Higgins as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Liam Butterworth as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kath Cates as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Alison Goligher as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Paulette Rowe as Director	Against
United Utilities Group Plc	21-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Doug Webb as Director	Against
Blink Charging Co.	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ritsaart J.M. van Montfrans	Withhold
Blink Charging Co.	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jack Levine	Withhold
Blink Charging Co.	24-Jul-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Columbus McKinnon Corporation	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kathryn V. Roedel	Against
Columbus McKinnon Corporation	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Aziz S. Aghili	Against
Columbus McKinnon Corporation	24-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeanne Beliveau-Dunn	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Victoria E. Ossadnik	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Jean-Francois van Boxmeer as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Stephen Carter as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Michel Demare as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect David Nish as Director	Against
DXC Technology Company	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director David A. Barnes	Against
DXC Technology Company	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Raul J. Fernandez	Against
DXC Technology Company	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David L. Herzog	Against
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard T. Carucci	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alex Cho	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Juliana L. Chugg	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director W. Rodney McMullen	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Clarence Otis, Jr.	Withhold
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	9. Re-elect Peter Bamford as Director	Against
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	12. Re-elect Ron McMillan as Director	Against
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	13. Re-elect Tiffany Hall as Director	Against
B&M European Value Retail SA	25-Jul-23	Luxembourg	G	Director Election - Director Election	Elect Director	14. Re-elect Paula MacKenzie as Director	Against
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Doug Mellinger	Withhold
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Marcum, LLP as Auditors	Against
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Capitalization - Capital Increase	Increase Authorized Common Stock	3. Increase Authorized Common Stock	Against
Marathon Digital Holdings, Inc.	27-Jul-23	USA	G	Routine Business - Routine Business	Other Business	5. Other Business	Against
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director James Shannon	Against
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Richard C. Breeden	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Cynthia L. Feldmann	Against
STERIS plc	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Jacqueline B. Kosecoff	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Nicola M Wakefield Evans as Director	Against
Macquarie Group Limited	27-Jul-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Adopt Remuneration Report	Against
Kyndryl Holdings, Inc.	27-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John D. Harris, II	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.1. Elect Zhu Huarong as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.2. Elect Zhang Bo as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.4. Elect Wang Jun as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.6. Elect Zhang Deyong as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.1. Elect Cao Xingquan as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.2. Elect Yang Xinmin as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.3. Elect Li Keqiang as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.4. Elect Ding Wei as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.5. Elect Tang Guliang as Director	Against
Chongqing Changan Automobile Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.6. Elect Zhang Ying as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sanan Optoelectronics Co. Ltd.	27-Jul-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Employee Share Purchase Plan (Draft) and Summary	Against
Sanan Optoelectronics Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.1. Elect Huang Xingluan as Director	Against
Sanan Optoelectronics Co. Ltd.	27-Jul-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.2. Elect Kang Junyong as Director	Against
Mainfreight Limited	27-Jul-23	New Zealand	G	Director Election - Director Election	Elect Director	1. Elect Bryan Mogridge as Director	Against
Shandong Hualu-Hengsheng Chemical Co., Ltd.	28-Jul-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Cirrus Logic, Inc.	28-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Deirdre R. Hanford	Withhold
Cirrus Logic, Inc.	28-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Catherine P. Lego	Withhold
Cirrus Logic, Inc.	28-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David J. Tupman	Withhold
National Bank of Greece SA	28-Jul-23	Greece	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	11. Approve Share Distribution Plan	Against
Allegro MicroSystems, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard R. Lury	Withhold
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Heather Ann McSharry	Against
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Anne O'Riordan	Against
Jazz Pharmaceuticals plc	03-Aug-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Rick E. Winningham	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Patrick Pichette	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dale Murray	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Nathalie Gaveau	Against
Lightspeed Commerce Inc.	03-Aug-23	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Re-approve Omnibus Incentive Plan	Against
Nikola Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen J. Girsky	Withhold
Nikola Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary L. Petrovich	Withhold
Nikola Corporation	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bruce L. Smith	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nikola Corporation	03-Aug-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Nikola Corporation	03-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon Allen	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Allen Gibson	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alan Schumacher	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Mary Elizabeth West	Against
Albertsons Companies, Inc.	03-Aug-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Scott Wille	Against
Unigroup Guoxin Microelectronics Co., Ltd.	04-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.1. Elect Ma Daojie as Director	Against
Spectrum Brands Holdings, Inc.	08-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sherianne James	Against
Spectrum Brands Holdings, Inc.	08-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Hugh R. Rovit	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Draft and Summary on Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Management Method of Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Authorization of the Board to Handle All Matters Related to the Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	5. Approve Draft and Summary on Stock Option Incentive Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Methods to Assess the Performance of Plan Participants	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Authorization of the Board to Handle All Matters Related to the Stock Option Incentive Plan	Against
ATS Corporation	10-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dave W. Cummings	Withhold
ATS Corporation	10-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kirsten Lange	Withhold
ATS Corporation	10-Aug-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director David L. McAusland	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rachel A. Gonzalez	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Luis A. Ubinas	Against
Alibaba Health Information Technology Limited	11-Aug-23	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
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	9a. Amend Share Award Scheme	Against
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9b. Adopt Scheme Mandate Limit	Against
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9c. Adopt Service Provider Sublimit	Against
Alibaba Health Information Technology Limited	11-Aug-23	Bermuda	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	9d. Authorize Any Director or Company Secretary to Deal with All Matters in Relation to the Proposed Amendments, Scheme Mandate Limit and Service Provider Sublimit	Against
Yintai Gold Co., Ltd.	14-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.5. Elect Xie Xuelin as Director	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ralph G. Quinsey	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Judy Bruner	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffery R. Gardner	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Roderick D. Nelson	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Walden C. Rhines	Against
Qorvo, Inc.	15-Aug-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan L. Spradley	Against
Zhejiang Huayou Cobalt Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Zhejiang Huayou Cobalt Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Measures for the Administration of the Assessment of Performance Shares Incentive Plans	Against
Zhejiang Huayou Cobalt Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Inner Mongolia Yili Industrial Group Co., Ltd.	15-Aug-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1. Approve Draft and Summary of Stock Ownership Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Inner Mongolia Yili Industrial Group Co., Ltd.	15-Aug-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Approve Stock Ownership Plan Management Rules	Against
Yunda Holding Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Stock Option Incentive Plan and Its Summary	Against
Yunda Holding Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Methods to Assess the Performance of Plan Participants	Against
Yunda Holding Co., Ltd.	15-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Approve Authorization of the Board to Handle All Related Matters	Against
New Relic, Inc.	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Anne DeSanto	Withhold
New Relic, Inc.	16-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Takeshi Numoto	Withhold
New Relic, Inc.	16-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Shanghai RAAS Blood Products Co., Ltd.	16-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary of Employee Share Purchase Plan	Against
Shanghai RAAS Blood Products Co., Ltd.	16-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against
Shanghai RAAS Blood Products Co., Ltd.	16-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Against
Xero Limited	17-Aug-23	New Zealand	G	Director Election - Director Election	Elect Director	2. Elect Mark Cross as Director	Against
Infratil Limited	17-Aug-23	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	5. Approve the Increase in Maximum Aggregate Remuneration of Directors	Against
Walvax Biotechnology Co., Ltd.	21-Aug-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	5. Amend Implementing Rules for Cumulative Voting System	Against
Walvax Biotechnology Co., Ltd.	21-Aug-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	6. Amend Working System for Independent Directors	Against
Microchip Technology Incorporated	22-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Wade F. Meyercord	Against
Microchip Technology Incorporated	22-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Karen M. Rapp	Against
Microchip Technology Incorporated	22-Aug-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For
Wingtech Technology Co., Ltd.	22-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Stock Option Incentive Plan and Its Summary	Against
Wingtech Technology Co., Ltd.	22-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Methods to Assess the Performance of Plan Participants	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wingtech Technology Co., Ltd.	22-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Authorization of the Board to Handle All Related Matters	Against
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rick McConnell	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Capone	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen Lifshatz	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	23-Aug-23	Netherlands	G	Director Election - Director Election	Elect Director	8.2. Reelect Rachel Jafta as Non-Executive Director	Against
Prosus NV	23-Aug-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against
Contemporary Amperex Technology Co., Ltd.	24-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Shares Incentive Plan	Against
Contemporary Amperex Technology Co., Ltd.	24-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
Contemporary Amperex Technology Co., Ltd.	24-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Mesa Laboratories, Inc.	25-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jennifer S. Alltoft	Withhold
Mesa Laboratories, Inc.	25-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Shannon M. Hall	Withhold
Mesa Laboratories, Inc.	25-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mesa Laboratories, Inc.	25-Aug-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Scope 1 Through 3 Greenhouse Gas Emissions Across the Company's Full Value-Chain	For
VERBIO Vereinigte BioEnergie AG	25-Aug-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.1. Elect Alexander von Witzleben to the Supervisory Board	Against
VERBIO Vereinigte BioEnergie AG	25-Aug-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.2. Elect Ulrike Kraemer to the Supervisory Board	Against
VERBIO Vereinigte BioEnergie AG	25-Aug-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	2.3. Elect Klaus Niemann to the Supervisory Board	Against
Maxscend Microelectronics Co., Ltd.	25-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.2. Elect FENG CHENHUI as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Maxscend Microelectronics Co., Ltd.	25-Aug-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.1. Elect Xu Wei as Director	Against
Iflytek Co., Ltd.	28-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	1. Approve Revised Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against
Iflytek Co., Ltd.	28-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	2. Approve Implementation of Assessment Management Methods for Performance of Plan Participants (Revised)	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Martha Bejar	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Vivie "YY" Lee	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Allison Pickens	Against
Commvault Systems, Inc.	29-Aug-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Ernst & Young LLP as Auditors	Against
Digital Turbine, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert Deutschman	Withhold
Digital Turbine, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mohan S. Gyani	Withhold
Digital Turbine, Inc.	29-Aug-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michelle Sterling	Withhold
Digital Turbine, Inc.	29-Aug-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fisher & Paykel Healthcare Corporation Limited	29-Aug-23	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	3. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against
Fisker, Inc.	30-Aug-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Act by Written Consent	3. Provide Right to Act by Written Consent	Against
Guangzhou Tinci Materials Technology Co., Ltd.	31-Aug-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	8. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Guangzhou Tinci Materials Technology Co., Ltd.	31-Aug-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	10. Amend Related Party Transaction Management System	Against
Guangzhou Tinci Materials Technology Co., Ltd.	31-Aug-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend the Financing and External Guarantee Management System	Against
Zhejiang Century Huatong Group Co., Ltd.	31-Aug-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	1. Approve Provision of Guarantee	Against
Sunwoda Electronic Co., Ltd.	04-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.2. Elect Xiao Guangyu as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sunwoda Electronic Co., Ltd.	04-Sep-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.2. Elect Zhang Jianjun as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Geoff Drabble as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Miles Roberts as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Celia Baxter as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Alan Johnson as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Alina Kessel as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect David Robbie as Director	Against
DS Smith Plc	05-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Louise Smalley as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Nikesh Arora as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Clay Brendish as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keyu Jin as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Wendy Luhabe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Clay Brendish as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Keyu Jin as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Walker as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Angus Cockburn as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lucinda Riches as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tanya Fratto as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lindsley Ruth as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Jill Easterbrook as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Renata Ribeiro as Director	Against
Sectra AB	07-Sep-23	Sweden	G	Director Election - Director Election	Elect Director	13.b. Reelect Torbjorn Kronander as Director	Against
Sectra AB	07-Sep-23	Sweden	G	Director Election - Director Election	Elect Director	13.e. Reelect Jan-Olof Bruer as Director	Against
Sectra AB	07-Sep-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	14. Reappoint Jan-Olof Bruer as Board Chair	Against
Sectra AB	07-Sep-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Michael Dobson as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Rachel Downey as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andy Kemp as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Natasha Adams as Director	Against
Berkeley Group Holdings Plc	08-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect William Jackson as Director	Against
Shanghai Bairun Investment Holding Group Co., Ltd.	11-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Approve Amendments to Articles of Association	Against
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Rogers, Jr.	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NIKE, Inc.	12-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NIKE, Inc.	12-Sep-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
NIKE, Inc.	12-Sep-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For
Yifeng Pharmacy Chain Co., Ltd.	12-Sep-23	China	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	4. Approve Provision of Guarantee	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Walter J. Aspatore	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Therese M. Bobek	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Brian J. Cadwallader	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Darren M. Dawson	Against
Methode Electronics, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mark D. Schwabero	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director T. Michael Nevens	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathryn M. Hill	Against
NetApp, Inc.	13-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director George T. Shaheen	Against
NetApp, Inc.	13-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect David Keens as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jill Easterbrook as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Jeni Mundy as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Sigga Sigurdardottir as Director	Against
Auto Trader Group Plc	14-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jasvinder Gakhal as Director	Against
NetScout Systems, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Joseph G. Hadzima, Jr.	Withhold
NetScout Systems, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher Perretta	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NetScout Systems, Inc.	14-Sep-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randy Fowlie	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Fraser	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ann M. Powell	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Deborah Weinstein	Against
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anil Arora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas "Tony" K. Brown	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Melissa Lora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ruth Ann Marshall	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting	For
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
China Ruyi Holdings Limited	15-Sep-23	Bermuda	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Yongxing Special Materials Technology Co., Ltd.	15-Sep-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. Amend Working System for Independent Directors	Against
Yongxing Special Materials Technology Co., Ltd.	15-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Amend Raised Funds Management System	Against
Zhejiang Chint Electrics Co., Ltd.	15-Sep-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Financial Services Supplemental Agreement	Against
Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.	15-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Approve Amendments to Articles of Association	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	1. Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10.1. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
JA Solar Technology Co., Ltd.	18-Sep-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10.2. Amend Working System for Independent Directors	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dornemann	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J Moses	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael Sheresky	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director LaVerne Srinivasan	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ellen Siminoff	Against
Take-Two Interactive Software, Inc.	21-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
General Mills, Inc.	26-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Ming Yang Smart Energy Group Co., Ltd.	26-Sep-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee	Against
Microvast Holdings, Inc.	27-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Arthur Wong	Withhold
Tianqi Lithium Corp.	27-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Association	Against
Tianqi Lithium Corp.	27-Sep-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Rules of Procedures for the Shareholders' General Meeting	Against
Tianqi Lithium Corporation	27-Sep-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Articles of Association	Against
Tianqi Lithium Corporation	27-Sep-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Rules of Procedures for Shareholders' General Meeting	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles A. Blixt	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert J. Coviello	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director W.G. Jurgensen	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Hala G. Moddelmog	Against
Lamb Weston Holdings, Inc.	28-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Maria Renna Sharpe	Against
Alibaba Group Holding Limited	28-Sep-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maggie Wei Wu	Against
Alibaba Group Holding Limited	28-Sep-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kabir Misra	Against
Marathon Digital Holdings, Inc.	29-Sep-23	USA	G	Routine Business - Routine Business	Other Business	2. Other Business	Against
C3.ai, Inc.	04-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael G. McCaffery	Withhold
C3.ai, Inc.	04-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stephen M. Ward, Jr.	Withhold
C3.ai, Inc.	04-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
C3.ai, Inc.	04-Oct-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Elastic N.V.	05-Oct-23	Netherlands	G	Director Election - Director Election	Elect Director	1c. Elect Director Caryn Marooney	Against
Ginlong Technologies Co., Ltd.	09-Oct-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Amend the Work Rules for Independent Directors	Against
Freshpet, Inc.	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Leta D. Priest	Withhold
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joseph Jimenez	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jon R. Moeller	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For
CSL Limited	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Carolyn Hewson as Director	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas F. Bonadio	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph G. Doody	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Pamela A. Joseph	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kevin A. Price	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Joseph M. Tucci	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Maxine Brenner as Director	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3c. Elect Bridget Loudon as Director	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3d. Elect Elana Rubin as Director	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Katie Bickerstaffe as Director	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jock Lennox as Director	Against
Barratt Developments Plc	18-Oct-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Chris Weston as Director	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig Arnold	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Scott C. Donnelly	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise M. O'Leary	Against
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenda M. Dorchak	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director John C. Hodge	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Clyde R. Hosein	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Darren R. Jackson	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Duy-Loan T. Le	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John B. Replogle	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Marvin A. Riley	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thomas H. Werner	Withhold
Wolfspeed, Inc.	23-Oct-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Wolfspeed, Inc.	23-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EVE Energy Co., Ltd.	23-Oct-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve to Adjust the Company-Level Performance Assessment Indicators of the Fourth Phase of the Performance Shares Incentive Plan	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Judy Bruner	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael R. Cannon	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard L. Clemmer	Against
Seagate Technology Holdings plc	23-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Jay L. Geldmacher	Against
Synaptics Incorporated	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nelson C. Chan	Against
Synaptics Incorporated	24-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Synaptics Incorporated	24-Oct-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify KPMG LLP as Auditors	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerald S. Adolph	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John F. Barrett	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melanie W. Barstad	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Karen L. Carnahan	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald W. Tysoe	Against
Cintas Corporation	24-Oct-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Cintas Corporation	24-Oct-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For
EBOS Group Limited	24-Oct-23	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	2. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lance M. Fritz	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda A. Harty	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ake Svensson	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Laura K. Thompson	Against
Parker-Hannifin Corporation	25-Oct-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director James L. Wainscott	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2a. Elect Director Robert V. Baumgartner	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2c. Elect Director John L. Higgins	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Director Election - Director Election	Elect Director	2g. Elect Director Alpa Seth	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Woolworths Group Limited	26-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Scott Perkins as Director	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Approve Changes of Registered Capital and Amend Articles of Association	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Approve Changes of Registered Capital and Amend Articles of Association	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. 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.	27-Oct-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	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.	27-Oct-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	3. Amend Rules of Procedures of General Meeting	Against
Flat Glass Group Co., Ltd.	27-Oct-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	4. Amend Rules of Procedures of General Meeting	Against
Hengtong Optic-Electric Co., Ltd.	30-Oct-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Approve Formulation of the Company's Incentive Fund Provision Management Measures	Against
Hengtong Optic-Electric Co., Ltd.	30-Oct-23	China	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	3. Approve Formulation of the Company's Incentive Fund Award Plan	Against
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert Calderoni	Against
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kevin Kennedy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary Moore	Against
KLA Corporation	01-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Marie Myers	Against
Qantas Airways Limited	03-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2d. Elect Belinda Hutchinson as Director	Against
Qantas Airways Limited	03-Nov-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	3. Approve Participation of Vanessa Hudson in the Long Term Incentive Plan	Against
Qantas Airways Limited	03-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	1. Approve Draft and Summary of Phase 5 Stock Option Incentive Plan	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Methods to Assess the Performance of Plan Participants	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Authorization of Board to Handle All Related Matters	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Phase 10 Employee Share Purchase Plan	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	5. Approve Management Method of Phase 10 Employee Share Purchase Plan	Against
EVE Energy Co., Ltd.	06-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	6. Approve Authorization of the Board to Handle All Matters Related to the Phase 10 Employee Share Purchase Plan	Against
Bank of Chengdu Co., Ltd.	07-Nov-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Cannon	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Bethany J. Mayer	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Abhijit Y. Talwalkar	Against
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Draft and Summary on Employee Share Purchase Plan	Against
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Management Method of Employee Share Purchase Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Hengdian Group DMEGC Magnetics Co., Ltd.	07-Nov-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	7. Amend Working System for Independent Directors	Against
National Silicon Industry Group Co., Ltd.	07-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Amend Management System for the Use of Raised Funds	Against
National Silicon Industry Group Co., Ltd.	07-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	3. Amend Related-Party Transaction Management System	Against
National Silicon Industry Group Co., Ltd.	07-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	4. Amend Management System for Providing External Guarantees	Against
Viavi Solutions Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Richard E. Belluzzo	Against
Viavi Solutions Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Keith Barnes	Against
Viavi Solutions Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Laura Black	Against
Allkem Ltd.	08-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Florencia Heredia as Director	Against
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Ingrid J. Burton	Withhold
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles P. Carinalli	Withhold
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kathleen M. Holmgren	Withhold
Extreme Networks, Inc.	08-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director John C. Shoemaker	Withhold
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pamela L. Carter	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert N. Duels	Against
Broadridge Financial Solutions, Inc.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Eileen K. Murray	Against
Coherent Corp.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joseph J. Corasanti	Against
Coherent Corp.	09-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Patricia Hatter	Against
Ningbo Deye Technology Co., Ltd.	13-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Approve Amendment and Addition of Company's Management Systems	Against
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Matthew C. Flanigan	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jacque R. Fiegel	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laura G. Kelly	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Curtis A. Campbell	Withhold
AngioDynamics, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Eileen O. Auen	Withhold
AngioDynamics, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jan Stern Reed	Withhold
AngioDynamics, Inc.	14-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Cardinal Health, Inc.	15-Nov-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	For
Western Digital Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas Caulfield	Against
Western Digital Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephanie A. Streeter	Against
Western Digital Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Miyuki Suzuki	Against
Western Digital Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Oracle Corporation	15-Nov-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Oracle Corporation	15-Nov-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brenda L. Freeman	Against
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Avid Modjtabai	Against
Avnet, Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Adalio T. Sanchez	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Mike Biggs as Director	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Peter Duffy as Director	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tracey Graham as Director	Against
Close Brothers Group Plc	16-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mark Pain as Director	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carol Burt	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen Drexler	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard "Rich" Sulpizio	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald "Ron" Taylor	Against
Gotion High-tech Co., Ltd	16-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Approve Formulation of External Donation Management System	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lumentum Holdings Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Penelope A. Herscher	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Julia S. Johnson	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Janet S. Wong	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lumentum Holdings Inc.	17-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lachlan K. Murdoch	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William A. Burck	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roland A. Hernandez	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul D. Ryan	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel J. Brutto	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry C. Glasscock	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John M. Hinshaw	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alison Kenney Paul	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	Against
Sysco Corporation	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sysco Corporation	17-Nov-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	For
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Angela Wei Dong	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fabrizio Freda	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary M. Lauder	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jane Lauder	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tianqi Lithium Corporation	17-Nov-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	1. Amend Policy for Selection and Appointment of Accounting Firms	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Iain Ferguson as Director	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Lysanne Gray as Director	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lesley Knox as Director	Against
Genus Plc	22-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jason Chin as Director	Against
NextDC Ltd.	24-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Stuart Davis as Director	Against
SHIFT, Inc.	24-Nov-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Tange, Masaru	Against
SHIFT, Inc.	24-Nov-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Arai, Yusuke	Against
Ramsay Health Care Limited	28-Nov-23	Australia	G	Director Election - Director Election	Elect Director	3.1. Elect Michael Stanley Siddle as Director	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly Baker	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Geoff Drabble	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director Catherine Halligan	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Brian May	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan Murray	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas Schmitt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Grant H. Hill	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Sarah Hofstetter	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mary Alice Dorrance Malone	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kurt T. Schmidt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Archbold D. van Beuren	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Campbell Soup Company	29-Nov-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on 2025 Cage-Free Egg Goal	For
Campbell Soup Company	29-Nov-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	For
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Sir David McMurtry as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect John Deer as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Catherine Glickman as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir David Grant as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Juliette Stacey as Director	Against
Renishaw Plc	29-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Stephen Wilson as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Chris Stone as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Julie Chakraverty as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Jennifer Duvalier as Director	Against
NCC Group Plc	30-Nov-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Lynn Fordham as Director	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Manuel A. Fernandez	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Barbara J. Beck	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly S. Grant	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey M. Overly	Against
Performance Food Group Company	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Warren M. Thompson	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adoption of the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan	Against
Ganfeng Lithium Group Co., Ltd.	30-Nov-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.2. Elect Zhang Dongbin as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	2.4. Elect Tan Zui as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.1. Elect Zhu Yihong as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.2. Elect Zhu Chenggang as Director	Against
Ningbo Deye Technology Co., Ltd.	04-Dec-23	China	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3.3. Elect Sha Liangliang as Director	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director D. Bruce Sewell	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John F. Sorte	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Peter A. Vaughn	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	For
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Bill Holdings, Inc.	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Kight	Withhold
Gamuda Berhad	07-Dec-23	Malaysia	G	Director Election - Director Election	Elect Director	5. Elect Chia Aun Ling as Director	Against
Gamuda Berhad	07-Dec-23	Malaysia	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	6. Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Against
Darktrace Plc	07-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Gordon Hurst as Director	Against
Darktrace Plc	07-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Lord Willetts as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Darktrace Plc	07-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Paul Harrison as Director	Against
Goodwe Technologies Co., Ltd.	07-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles Board-Related	1. Amend Articles of Association and Management Systems	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel J. Englander	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas N. Tryforos	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Diane M. Morefield	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Cherylyn Harley LeBon	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Carl D. Sparks	Against
Copart, Inc.	08-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Nutanix, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Steven J. Gomo	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Graham Allan as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Wolfhart Hauser as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Michael McLintock as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Dame Heather Rabbatts as Director	Against
Associated British Foods Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Richard Reid as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Deanna Oppenheimer as Director	Abstain
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Roger Perkin as Director	Abstain
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Andrea Blance as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Moni Mannings as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Penny James as Director	Against
Hargreaves Lansdown Plc	08-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Darren Pope as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantee	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend and Restate the Articles of Association	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	5.1. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5.2. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5.3. Amend Working System for Independent Directors	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.4. Amend Management System for Raised Funds	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.5. Amend Decision-making System for Related-Party Transaction	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.6. Amend Management System for Providing External Guarantees	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.7. Amend Management System for Providing External Investments	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	5.8. Amend Management System for Securities Investment, Futures and Derivatives Trading	Against
Shanghai Putailai New Energy Technology Co., Ltd.	08-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5.9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
Fabrinet	12-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.1. Elect Director Seamus Grady	Withhold
Fabrinet	12-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Thomas F. Kelly	Withhold
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
TuSimple Holdings Inc.	13-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mo Chen	Withhold
TuSimple Holdings Inc.	13-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James Lu	Withhold
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Alison Platt as Director	Against
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Anthony Griffin as Director	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Lisa Bright as Director	Against
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lawson Macartney as Director	Against
Dechra Pharmaceuticals Plc	13-Dec-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John Shipsey as Director	Against
Ambu A/S	13-Dec-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Ambu A/S	13-Dec-23	Denmark	G	Director Election - Director Election	Elect Director	6. Reelect Jorgen Jensen (Chair) as Director	Abstain
Ambu A/S	13-Dec-23	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Christian Sagild as Director	Abstain
Ambu A/S	13-Dec-23	Denmark	G	Director Election - Director Election	Elect Director	8.b. Reelect Michael del Prado as Director	Abstain
Aspen Technology, Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ram R. Krishnan	Against
Aspen Technology, Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jill D. Smith	Against
CECEP Wind-Power Corp.	14-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Signing of Financial Service Agreement	Against
FactSet Research Systems Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robin A. Abrams	Against
FactSet Research Systems Inc.	14-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Malcolm Frank	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect Director	1a. Elect Simon McKeon as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	E	Environmental - Climate	Report on Climate Change	5b. Approve Transition Plan Assessments	For
Ping An Healthcare and Technology Company Limited	15-Dec-23	Cayman Islands	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve 2023 Financial Service Cooperation Framework Agreement, Proposed Annual Caps and Related Transactions	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director JoEllen Lyons Dillon	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Melina Higgins	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Harry A. Korman	Against
Viatris Inc.	15-Dec-23	USA	G	Director Election - Director Election	Elect Director	1J. Elect Director Mark W. Parrish	Against
Dye & Durham Limited	19-Dec-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian L. Derksen	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dye & Durham Limited	19-Dec-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Leslie O'Donoghue	Withhold
Dye & Durham Limited	19-Dec-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edward D. (Ted) Prittie	Withhold
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Other	Require Advance Notice for Shareholder Proposals/Nominations	3. Require Advance Notice for Shareholder Proposals/Nominations	Against
Livent Corporation	19-Dec-23	USA	G	Takeover Related - Takeover - Restricting	Provide Directors May Only Be Removed for Cause	4. Provide Directors May Only Be Removed for Cause	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paul Lavin	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Margaret Dillon	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Catherine P. Lego	Against
Sanan Optoelectronics Co. Ltd.	19-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	1. Amend Independent Director System	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Earl G. Graves, Jr.	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Enderson Guimaraes	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director D. Bryan Jordan	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jill A. Soltau	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	1. Amend Articles of Association	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	3. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
CECEP Solar Energy Co., Ltd.	20-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	5. Amend the Working Rules for Independent Directors	Against
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2Ai. Elect Director Xu Lili	Against
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2Aii. Elect Director Zhu Yonghua	Against
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MINISO Group Holding Limited	21-Dec-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	4C. Authorize Reissuance of Repurchased Shares	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	1. Approve Draft and Summary of Performance Share Incentive Plan	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	2. Approve Methods to Assess the Performance of Plan Participants	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Authorization of the Board to Handle All Related Matters	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Investment in Another Company	5. Approve Capital Injection and Related Party Transaction	Against
Sungrow Power Supply Co., Ltd.	22-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantee	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	3. Approve Provision of Guarantee to Subsidiaries	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Amend Articles of Association Regarding Party Committee	6. Amend Articles of Association	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	7. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	8. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	10. Amend Working System for Independent Directors	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	11. Amend Special Management System for Raised Funds	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	12. Amend Related-Party Transaction Management System	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	13. Amend Entrusted Financial Management System	Against
LONGi Green Energy Technology Co., Ltd.	25-Dec-23	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	14. Amend Securities Investment and Derivatives Trading Management System	Against
China Datang Corporation Renewable Power Co., Limited	28-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	3. Approve Deposit Services Under Financial Services Agreement and Proposed Annual Caps	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JA Solar Technology Co., Ltd.	28-Dec-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	3. Approve Estimated Amount of Guarantee	Against
Canoo Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Tony Aquila	Withhold
Canoo Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Josette Sheeran	Withhold
RingCentral, Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Goldman	Withhold
RingCentral, Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert Theis	Withhold
RingCentral, Inc.	29-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Allan Thygesen	Withhold
RingCentral, Inc.	29-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Shanghai Aiko Solar Energy Co., Ltd.	29-Dec-23	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	2. Amend Working System for Independent Directors	Against
TCL Zhonghuan Renewable Energy Technology Co., Ltd.	29-Dec-23	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	2. Approve Financial Service Agreement	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Allianz SE	04-May-23	Annual	Germany	1692351
NEL ASA	21-Apr-23	Annual	Norway	1702498
Formula Systems (1985) Ltd.	12-Jan-23	Special	Israel	1703776
Chemical Works of Gedeon Richter Plc	25-Apr-23	Annual	Hungary	1704775
Telenor ASA	26-Jan-23	Extraordinary Shareholders	Norway	1708398
OTP Bank Nyrt	28-Apr-23	Annual	Hungary	1711185
Cameco Corporation	10-May-23	Annual	Canada	1714090
Gjensidige Forsikring ASA	23-Mar-23	Annual	Norway	1720330
Mowi ASA	01-Jun-23	Annual	Norway	1722050
Orkla ASA	13-Apr-23	Annual	Norway	1722053
Scatec Solar ASA	18-Apr-23	Annual	Norway	1732157

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
DNB Bank ASA	25-Apr-23	Annual	Norway	1737628
Norsk Hydro ASA	10-May-23	Annual	Norway	1744751
Telenor ASA	10-May-23	Annual	Norway	1746337
Bank of Ireland Group Plc	23-May-23	Annual	Ireland	1746352
Maytronics Ltd.	03-Jul-23	Annual/Special	Israel	1760274
Energix-Renewable Energies Ltd.	12-Jul-23	Annual	Israel	1768066
Adevinta ASA	29-Jun-23	Annual	Norway	1768538
NICE Ltd. (Israel)	17-Jul-23	Annual	Israel	1769977
Check Point Software Technologies Ltd.	03-Aug-23	Annual	Israel	1772587
Kornit Digital Ltd.	28-Aug-23	Annual	Israel	1777973
Radware Ltd.	19-Oct-23	Annual	Israel	1791546
Enlight Renewable Energy Ltd.	27-Dec-23	Annual	Israel	1805748