

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): Edmond de Rothschild Fund Human Capital
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/23 to 1/1/24

Meeting Overview

Category	Number	Percentage
Number of votable meetings	31	
Number of meetings voted	31	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	27	87.10%

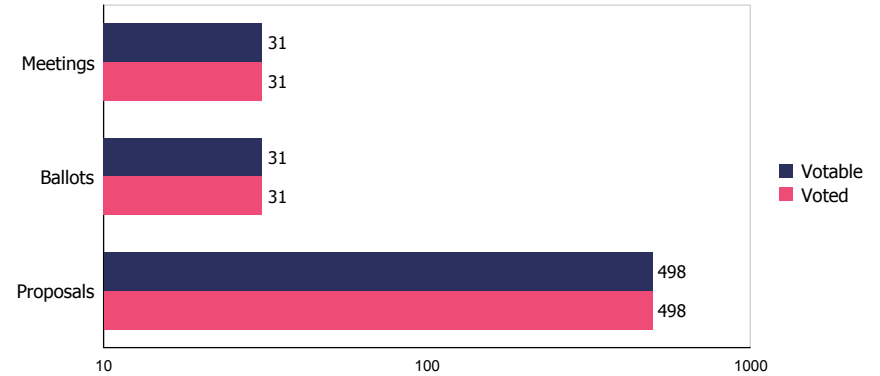
Ballot Overview

Category	Number	Percentage
Number of votable ballots	31	
Number of ballots voted	31	100.00%

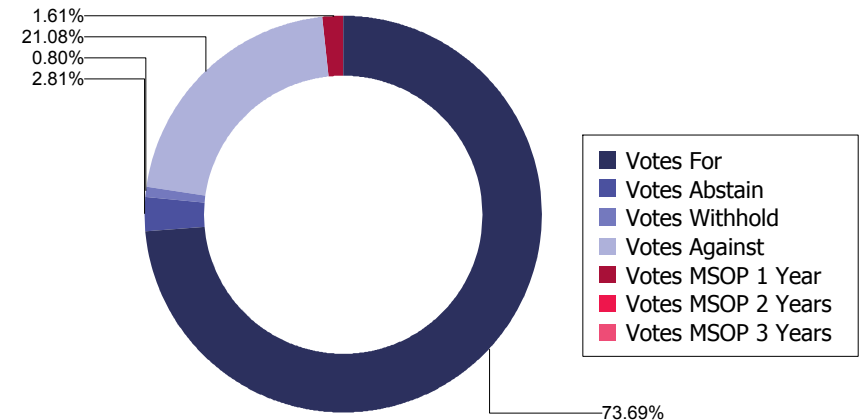
Proposal Overview

Category	Number	Percentage
Number of votable items	498	
Number of items voted	498	100.00%
Number of votes FOR	367	73.69%
Number of votes AGAINST	105	21.08%
Number of votes ABSTAIN	14	2.81%
Number of votes WITHHOLD	4	0.80%
Number of votes on MSOP Frequency 1 Year	8	1.61%
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	498	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	382	76.71%
Number of votes Against Mgmt	116	23.29%
Number of votes on MSOP (exclude frequency)	27	5.42%
Number of votes on Shareholder Proposals	23	4.62%

Voting Statistics



Vote Cast Statistics

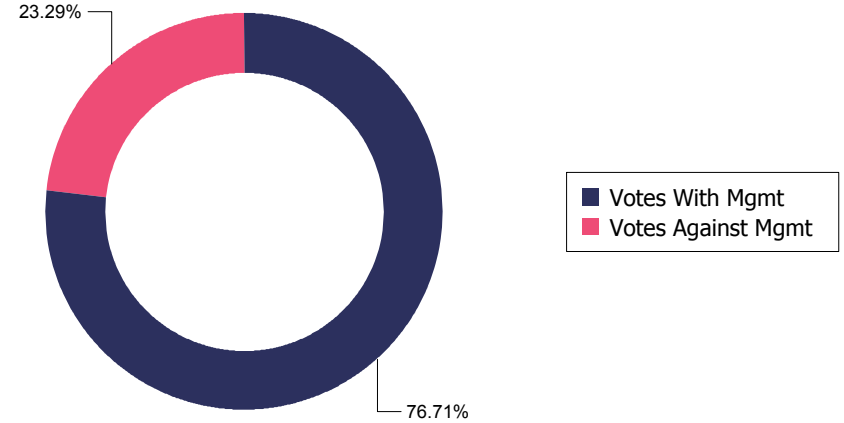


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are 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.

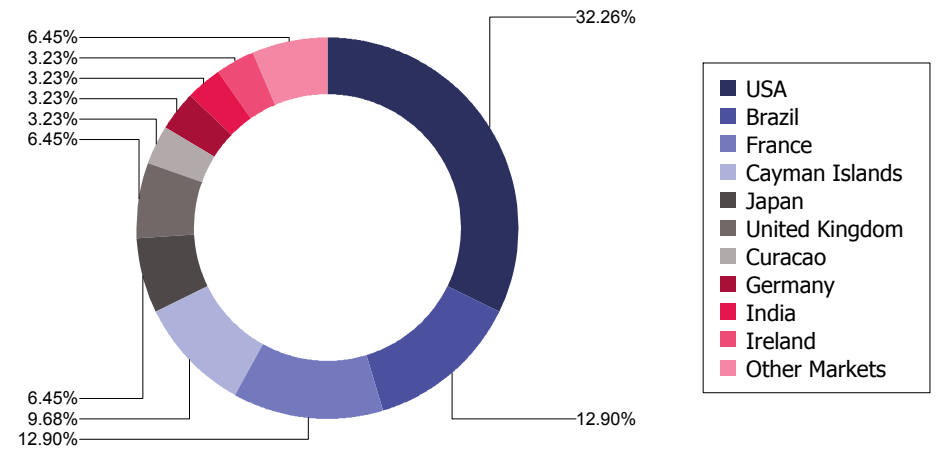
Vote Alignment with Management



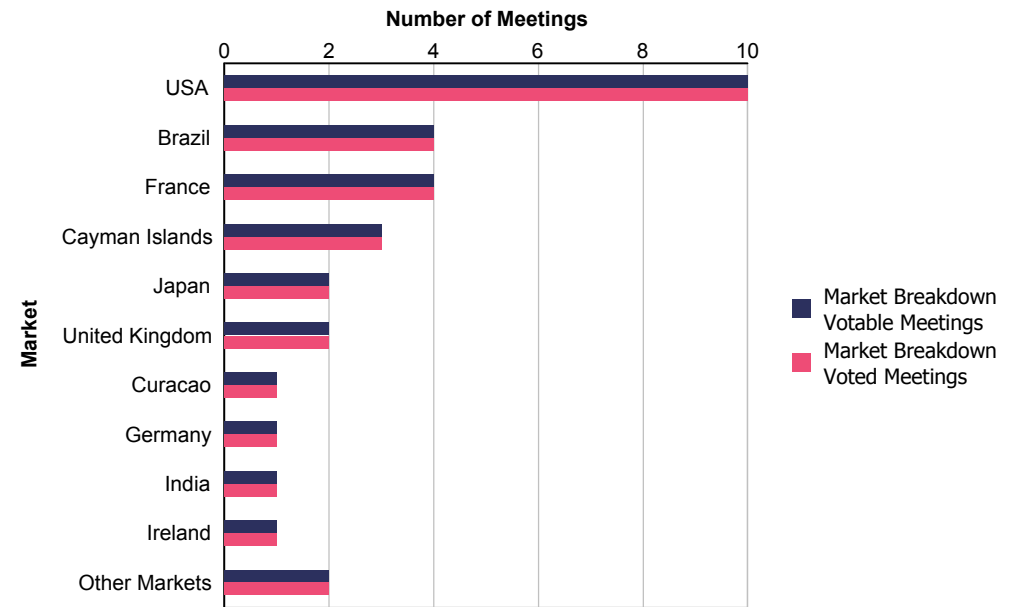
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	10	10	100.00%
Brazil	4	4	100.00%
France	4	4	100.00%
Cayman Islands	3	3	100.00%
Japan	2	2	100.00%
United Kingdom	2	2	100.00%
Curacao	1	1	100.00%
Germany	1	1	100.00%
India	1	1	100.00%
Ireland	1	1	100.00%
Netherlands	1	1	100.00%
Sweden	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Anima Holding SA	26-Jan-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?	2. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Anima Holding SA	26-Jan-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	3. Percentage of Votes to Be Assigned - Elect Ana Paula de Assis Bogus as Independent Director	Abstain
Schlumberger N.V.	05-Apr-23	Curacao	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Audit Related - Auditor Related	Ratify Auditors	18. Renew Appointment of Grant Thornton Audit as Auditor	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	19. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-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 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Natura &Co Holding SA	26-Apr-23	Brazil	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Re-Ratify Remuneration of Company's Management for May 2022 to April 2023 Period	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect Louisa Burdett as Director	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Anita Frew as Director	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect John Ramsay as Director	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Elect N.S. Andersen to Supervisory Board	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8b. Elect J.P. de Kreij to Supervisory Board	Against
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
Anima Holding SA	28-Apr-23	Brazil	G	Director Related - Board Related	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	6. In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Anima Holding 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?	7. In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.1. Percentage of Votes to Be Assigned - Elect Daniel Faccini Castanho as Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.2. Percentage of Votes to Be Assigned - Elect Mauricio Nogueira Escobar as Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.3. Percentage of Votes to Be Assigned - Elect Gabriel Ralston Correa Ribeiro as Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.4. Percentage of Votes to Be Assigned - Elect Marcelo Barbalho Cardoso as Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.5. Percentage of Votes to Be Assigned - Elect Ana Paula de Assis Bogus as Independent Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.6. Percentage of Votes to Be Assigned - Elect Juliana Buchaim Correa da Fonseca as Independent Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.7. Percentage of Votes to Be Assigned - Elect Eduardo Azevedo Marques de Alvarenga as Independent Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.8. Percentage of Votes to Be Assigned - Elect Antonoaldo Grangeon Trancoso Neves as Independent Director	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	8.9. Percentage of Votes to Be Assigned - Elect Rafael Ferraz Dias de Moraes as Independent Director	Abstain
Anima Holding 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
Anima Holding SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.1. Elect Carla Alessandra Trematore as Fiscal Council Member	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Anima Holding SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Elect Bruno Meirelles Salotti as Fiscal Council Member	Abstain
Baxter International Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Cathy R. Smith	Against
Baxter International Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Peter M. Wilver	Against
Baxter International Inc.	02-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	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
PowerSchool Holdings, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David Armstrong	Withhold
PowerSchool Holdings, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Betty Hung	Withhold
Elevance Health, Inc.	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	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	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Restricted Share Plan	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Elect Sally Johnson 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
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Compagnie Generale des Etablissements Michelin SCA	12-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	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

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 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	Director Election - Director Election	Elect Director	3a. Elect Jacobus Petrus (Koos) Bekker as Director	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
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	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Merck & Co., Inc.	23-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Publish a Congruency Report of Partnerships with Globalist Organizations	Against
bioMerieux SA	23-May-23	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against

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	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Boulud, Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
bioMerieux SA	23-May-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	27. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	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	Eliminate Preemptive Rights	28. Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	29. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Against
Epiroc AB	23-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.d. Approve Remuneration Report	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Johan Forssell as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Ulla Litzen as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Ronnie Leten as Board Chair	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35,000	Against
Gaztransport & Technigaz SA	07-Jun-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 Aggregate Nominal Amount of EUR 35,000	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	23. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	24. Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Against
Sony Group Corp.	20-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Stock Option Plan	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary T. McDowell	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Autodesk, Inc.	21-Jun-23	USA	G	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	1i. Elect Director Elizabeth (Betsy) Rafael	Against
Autodesk, Inc.	21-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Quess Corp Limited	26-Sep-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Chandran Ratnaswami as Director	Against
Quess Corp Limited	26-Sep-23	India	G	Director Election - Director Election	Elect Director	5. Approve Continuation of Office of Chandran Ratnaswami 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	1j. Elect Director Denise M. O'Leary	Against
Medtronic plc	19-Oct-23	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
Medtronic plc	19-Oct-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Against
Paylocity Holding Corporation	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jeffrey T. Diehl	Withhold
Paylocity Holding Corporation	30-Nov-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Microsoft Corporation	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.02. Elect Director Hugh F. Johnston	Against
Microsoft Corporation	07-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte and & Touche as Auditors	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stride, Inc.	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven B. Fink	Withhold
Stride, Inc.	07-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify BDO USA, P.C. as Auditors	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	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
Schlumberger N.V.	05-Apr-23	Curacao	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Audit Related - Auditor Related	Ratify Auditors	18. Renew Appointment of Grant Thornton Audit as Auditor	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	19. Authorize Decrease in Share Capital via Cancellation 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
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	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 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Natura &Co Holding SA	26-Apr-23	Brazil	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	2. Re-Ratify Remuneration of Company's Management for May 2022 to April 2023 Period	Against
Natura &Co Holding SA	26-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?	3. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	For
Croda International Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect Louisa Burdett as Director	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Anita Frew as Director	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect John Ramsay as Director	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Authorise Issue of Equity	Against
Croda International Plc	26-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Elect N.S. Andersen 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
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8b. Elect J.P. de Kreij to Supervisory Board	Against
Anima Holding SA	28-Apr-23	Brazil	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5. Elect Directors	Against
Anima Holding 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
Anima Holding SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.1. Elect Carla Alessandra Trematore as Fiscal Council Member	Abstain
Anima Holding SA	28-Apr-23	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Elect Bruno Meirelles Salotti as Fiscal Council Member	Abstain
Baxter International Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Cathy R. Smith	Against
Baxter International Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Peter M. Wilver	Against
Baxter International Inc.	02-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Baxter International Inc.	02-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
PowerSchool Holdings, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David Armstrong	Withhold
PowerSchool Holdings, Inc.	02-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Betty Hung	Withhold
Elevance Health, Inc.	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	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
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	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	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
Rentokil Initial Plc	10-May-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Restricted Share Plan	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Elect Sally Johnson 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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	18. Authorise Issue of Equity	Against
Rentokil Initial Plc	10-May-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Against
Compagnie Generale des Etablissements Michelin SCA	12-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	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	Director Election - Director Election	Elect Director	3a. Elect Jacobus Petrus (Koos) Bekker as Director	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
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	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
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	For
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Access to COVID-19 Products	For
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Merck & Co., Inc.	23-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	10. Require Independent Board Chair	For
bioMerieux SA	23-May-23	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Boulud, Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against
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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
bioMerieux SA	23-May-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	27. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	28. Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	29. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Against
Epiroc AB	23-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.d. Approve Remuneration Report	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Johan Forssell as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Ulla Litzen as Director	Against
Epiroc AB	23-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Ronnie Leten as Board Chair	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35,000	Against
Gaztransport & Technigaz SA	07-Jun-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 Aggregate Nominal Amount of EUR 35,000	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	23. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	24. Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sony Group Corp.	20-Jun-23	Japan	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Stock Option Plan	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary T. McDowell	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	1i. Elect Director Elizabeth (Betsy) Rafael	Against
Autodesk, Inc.	21-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Qess Corp Limited	26-Sep-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Chandran Ratnaswami as Director	Against
Qess Corp Limited	26-Sep-23	India	G	Director Election - Director Election	Elect Director	5. Approve Continuation of Office of Chandran Ratnaswami 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	1j. Elect Director Denise M. O'Leary	Against
Medtronic plc	19-Oct-23	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against
Medtronic plc	19-Oct-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Against
Paylocity Holding Corporation	30-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jeffrey T. Diehl	Withhold
Paylocity Holding Corporation	30-Nov-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4. Approve Omnibus Stock Plan	Against
Microsoft Corporation	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.02. Elect Director Hugh F. Johnston	Against
Microsoft Corporation	07-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte and & Touche as Auditors	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stride, Inc.	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven B. Fink	Withhold
Stride, Inc.	07-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify BDO USA, P.C. as Auditors	Against
Stride, Inc.	07-Dec-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Guidewire Software, Inc.	19-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

Unvoted Meetings

There are no unvoted meetings.