

# Board Statistics Report



## Parameters Used:

Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): EdR SICAV - European Smaller Companies  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 1/1/23 to 12/31/23

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	71	
Number of meetings voted	67	94.37%
Number of meetings with at least 1 vote Against, Withhold or Abstain	56	78.87%

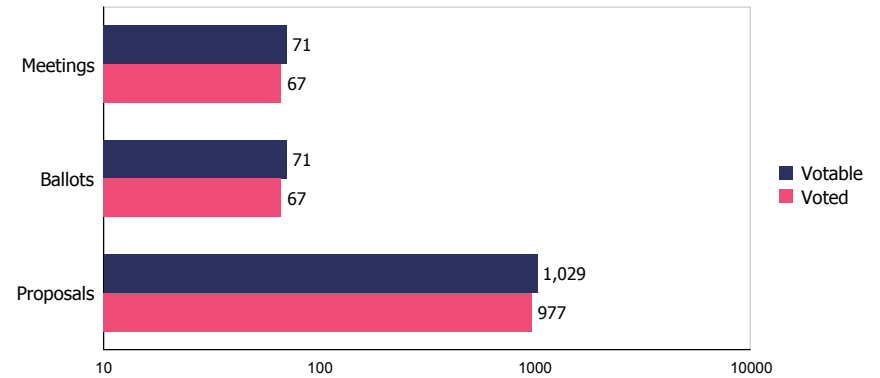
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	71	
Number of ballots voted	67	94.37%

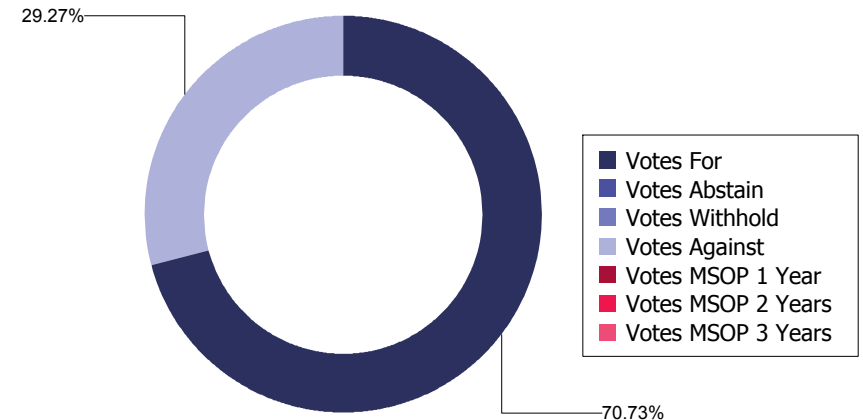
## Proposal Overview

Category	Number	Percentage
Number of votable items	1,029	
Number of items voted	977	94.95%
Number of votes FOR	691	70.73%
Number of votes AGAINST	286	29.27%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	0	0.00%
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	972	99.49%
Number of votes Against Policy	5	0.51%
Number of votes With Mgmt	716	73.29%
Number of votes Against Mgmt	261	26.71%
Number of votes on MSOP (exclude frequency)	82	8.39%
Number of votes on Shareholder Proposals	24	2.46%

## Voting Statistics

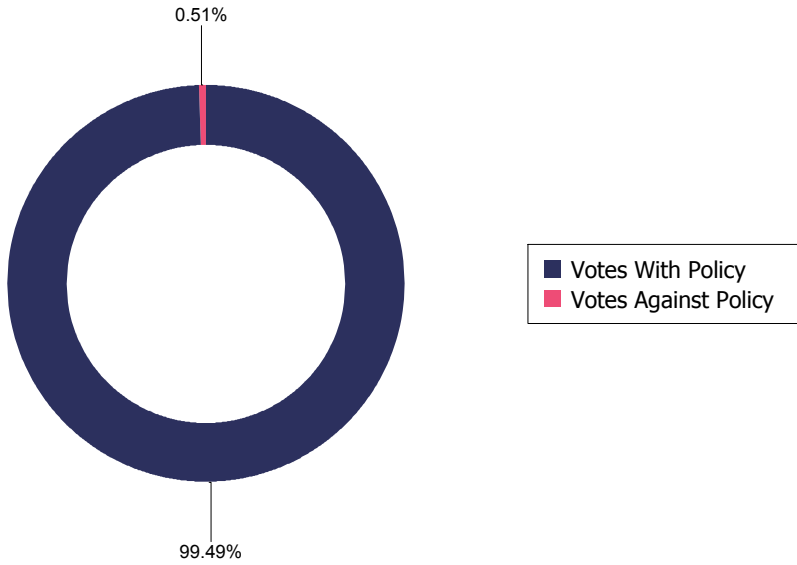


## Vote Cast Statistics

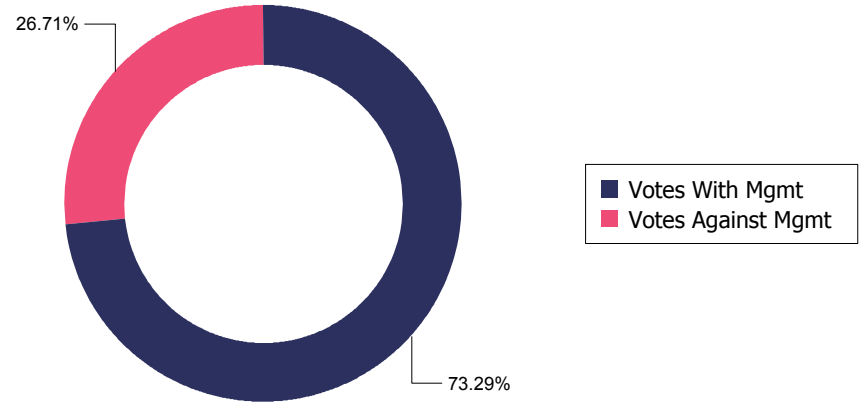


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

### Vote Alignment with Policy



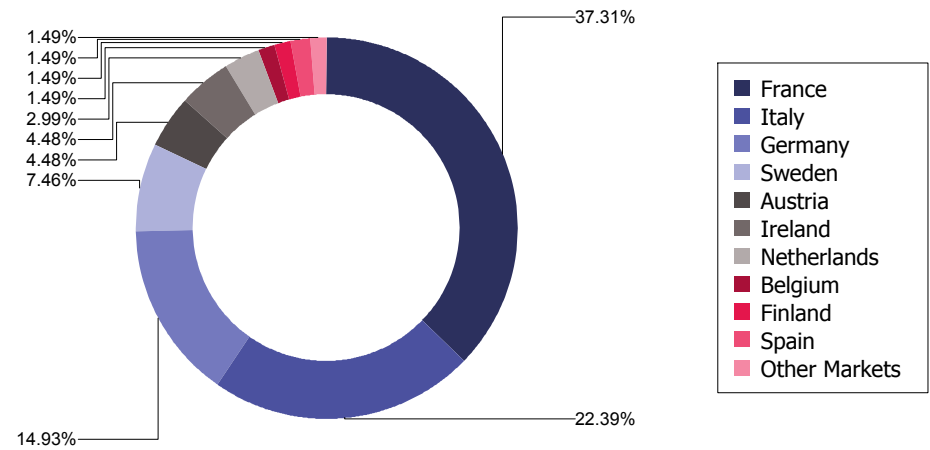
### Vote Alignment with Management



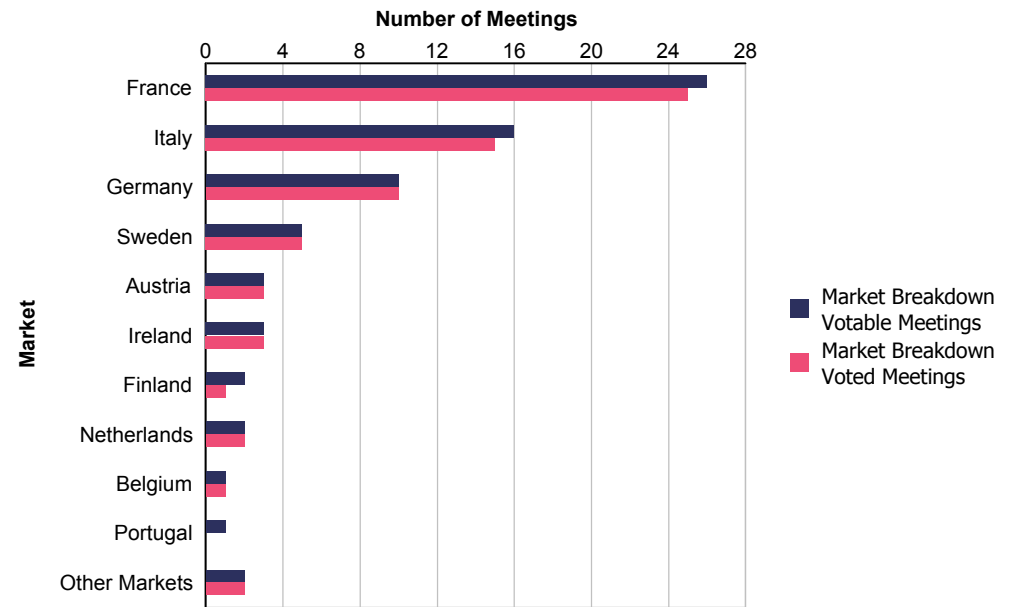
### Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	26	25	96.15%
Italy	16	15	93.75%
Germany	10	10	100.00%
Sweden	5	5	100.00%
Austria	3	3	100.00%
Ireland	3	3	100.00%
Finland	2	1	50.00%
Netherlands	2	2	100.00%
Belgium	1	1	100.00%
Portugal	1	0	0.00%
Spain	1	1	100.00%
United Kingdom	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
Vaisala Oyj	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: Remote Meeting and Number of Board Members	Against
BAWAG Group AG	31-Mar-23	Austria	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2024	Against
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
Thermador Groupe SA	03-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Lionel Monroe, Vice-CEO	Against
Thermador Groupe SA	03-Apr-23	France	G	Audit Related - Auditor Related	Ratify Auditors	17. Appoint Deloitte as Auditor; Renew Appointment of Cabinet Royet as Auditor	Against
Moncler SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Moncler SpA	18-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
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long-Term Incentive Plan 2023-2027	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	8. Adjust Remuneration of External Auditors	Against
Infrastrutture Wireless Italiane SpA	18-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
Gentili Mosconi SpA	20-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
Carel Industries SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carel Industries 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
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Chairman and CEO	Against
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Philippe Benacin, Chairman and CEO	Against
Interparfums	21-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 2.5 Percent of Issued Share Capital	Against
Nederman Holding AB	24-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Nederman Holding AB	24-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Ylva op den Velde Hammargren, Johan Menckel (Chair), Gunilla Fransson, Sam Stromersten and Sven Kristensson as Directors; Elect Anders Borg as New Director	Against
Nederman Holding AB	24-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Gosta Johannesson as Director	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11. Reelect Gosta Johannesson as Board Chair	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	12. Ratify KPMG as Auditor	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	13. Approve Remuneration of Directors in the Amount of SEK 480,000 for Chairman and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
El.En. SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
El.En. SpA	27-Apr-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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
El.En. SpA	27-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
El.En. SpA	27-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	1. Amend Company Bylaws Re: Article 20	Against
SECO SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SECO SpA	27-Apr-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
SECO SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3. Elect Two Directors	Against
SECO SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4. Approve Remuneration of Directors	Against
SECO SpA	27-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
SECO SpA	27-Apr-23	Italy	G	Director Related - Board Related	Change Size of Board of Directors	6. Increase Number of Directors from 10 to 11; Elect Director	Against
SECO 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
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.3. Approve Second Section of the Remuneration Report	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	3.2.1. Elect Directors (Bundled)	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Director Related - Board Related	Fix Board Terms for Directors	3.2.2. Fix Board Terms for Directors	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	3.2.3. Approve Remuneration of Directors	Against
Sanlorenzo 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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dalata Hotel Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4c. Re-elect Elizabeth McMeikan as Director	Against
Dalata Hotel Group Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorise Issue of Equity	Against
Dalata Hotel Group Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
The Weir Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jon Stanton as Director	Against
The Weir Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Srinivasan Venkatakrishnan as Director	Against
The Weir Group Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
Barco NV	27-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Barco NV	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Frank Donck as Independent Director	Against
Barco NV	27-Apr-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	9. Approve Stock Option Plan	Against
Vitrolife AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Lars Holmqvist, Pia Marions, Henrik Blomquist (Chair), Karen Lykke Sorensen, Vesa Koskinen and Jon Sigurdsson as Directors; Ratify Deloitte as Auditor	Against
Vitrolife AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Vitrolife AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	19.d. Approve Alternative Equity Plan Financing	Against
Biotage AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Torben Jorgensen (Chairman), Peter Ehrenheim, Asa Hedin, Mark Bradley and Karen Lykke Sorensen as Directors; Elect Kieran Murphy and Kugan Sathiyandarajah as New Directors	Against
Biotage AB	27-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19.a. Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Authorise Issue of Equity without Pre-emptive Rights	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	28-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	8.1. Slate 1 Submitted by Gruppo IPG Holding SpA	Against
Interpump Group SpA	28-Apr-23	Italy	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	9. Elect Board Chair	Against
Interpump Group SpA	28-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	11.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Interpump Group SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Interpump Group 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
LU-VE SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
LU-VE SpA	28-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.1. Slate 1 Submitted by Finami SpA	Against
LU-VE SpA	28-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.2. Slate 2 Submitted by Sofia Holding Srl	Against
LU-VE SpA	28-Apr-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.4. Elect Matteo Liberali as Board Chair	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LU-VE SpA	28-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.1. Slate 1 Submitted by Finami SpA	Against
LU-VE SpA	28-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.2. Slate 2 Submitted by Sofia Holding Srl	Against
LU-VE SpA	28-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	2. Amend Company Bylaws Re: Article Articles 17-bis	Against
LU-VE 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
GPI SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Second Section of the Remuneration Report	Against
GPI 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
Zignago Vetro SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Zignago Vetro SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Zignago Vetro SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Rational AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Mensch & Maschine Software SE	11-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify RSM GmbH as Auditors for Fiscal Year 2023	Against
Mensch & Maschine Software SE	11-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5. Approve Creation of EUR 3.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Mensch & Maschine Software SE	11-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
Nexans SA	11-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Oscar Hasbun Martinez 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
Nexans SA	11-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,375,330	Against
Nexans SA	11-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 4,375,330	Against
Nexans SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19, 21, 22 and 24	Against
Ipsos SA	15-May-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
Ipsos SA	15-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Laurence Stoclet as Director	Against
Ipsos SA	15-May-23	France	G	Audit Related - Auditor Related	Ratify Auditors	11. Renew Appointment of Grant Thornton as Auditor	Against
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Laurence Stoclet, Vice-CEO from January 1, 2022 to September 30, 2022 (Advisory)	Against
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Henri Wallard, Vice-CEO from January 1, 2022 to May 17, 2022 (Advisory)	Against
Ipsos SA	15-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	20. Approve Compensation Report of Corporate Officers	Against
Ipsos SA	15-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Authorize up to 1.30 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against
Ipsos SA	15-May-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	Against
Aubay SA	16-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Philippe Rabasse, CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Gauthier, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of David Fuks, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Philippe Cornette, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Christophe Andrieux, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Paolo Riccardi, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Aubay SA	16-May-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 up to Aggregate Nominal Amount of EUR 6 Million	Against
Aubay SA	16-May-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 Private Placements, up to 20 Percent of Issued Capital Per Year	Against
Aubay SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Mersen SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of CEO and/or Executive Corporate Officers	Against
Mersen SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Luc Themelin, CEO	Against
Mersen SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 0.05 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for High Potential Executives or/and Strategic Experts	Against
NEXUS AG	16-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Hans-Joachim Koenig to the Supervisory Board	Against
NEXUS AG	16-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Florian Herger 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
Sedana Medical AB	16-May-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	10. Approve Remuneration of Directors in the Amount of SEK 625,000 for Chairman, and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Against
Sedana Medical AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Claus Bjerre (Chair), Hilde Furberg, Ola Magnusson, Christoffer Rosenblad and Eva Walde as Directors; Ratify PricewaterhouseCoopers as Auditors	Against
AIXTRON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Kim Schindelhauer to the Supervisory Board	Against
freenet AG	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Against
freenet AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Infotel SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.38 Million	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 1.38 Million	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 16 and 17	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	19. Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers or for Contribution in Kind	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	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
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

## 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 - 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
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Sixt SE	23-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	Against
Sixt SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
ID Logistics Group	31-May-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
ID Logistics Group	31-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Michel Clair as Director	Against
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman and CEO	Against
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Vice-CEO	Against
ID Logistics Group	31-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Against
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Eric Hemar, Chairman and CEO	Against
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Christophe Satin, Vice-CEO	Against
ID Logistics Group	31-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ID Logistics Group	31-May-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 1.4 Million	Against
ID Logistics Group	31-May-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 1.4 Million	Against
ID Logistics Group	31-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 Aggregate Nominal Amount of EUR 1.4 Million	Against
ID Logistics Group	31-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million	Against
ID Logistics Group	31-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
ID Logistics Group	31-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 17 to 20	Against
ID Logistics Group	31-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
ID Logistics Group	31-May-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	Against
ID Logistics Group	31-May-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	25. Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 290,000	Against
ID Logistics Group	31-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 Reserved for Employees and/or Corporate Officers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ID Logistics Group	31-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	27. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and/or Corporate Officers	Against
ID Logistics Group	31-May-23	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	29. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Against
Frequentis AG	01-Jun-23	Austria	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Supervisory Board Members	Against
Frequentis AG	01-Jun-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Frequentis AG	01-Jun-23	Austria	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify BDO Austria GmbH as Auditors for Fiscal Year 2023	Against
Frequentis AG	01-Jun-23	Austria	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Approve Long Term Incentive Plan 2023	Against
Frequentis AG	01-Jun-23	Austria	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 6.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Frequentis AG	01-Jun-23	Austria	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 80 Million; Approve Creation of EUR 6.6 Million Pool of Capital to Guarantee Conversion Rights	Against
adesso SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
adesso SE	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of EUR 1.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	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



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Neurones SA	08-Jun-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
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Luc de Chamard as Director	Against
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Marie-Francoise Jaubert as Director	Against
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Jean-Louis Pacquement as Director	Against
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Herve Pichard as Director	Against
Neurones SA	08-Jun-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13. Approve Remuneration of Directors in the Aggregate Amount of EUR 20,000	Against
Neurones SA	08-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sidetrade SA	15-Jun-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
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	9. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	11. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 1 Million	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	12. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Million	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	13. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 9-12	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	14. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 9-13 at EUR 1.15 Million	Against
Sidetrade SA	15-Jun-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
Sidetrade SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Director Related - Discharge	Approve Discharge of Directors and Auditors (Bundled)	3. Approve Discharge of Directors and Auditors	Against
Voyageurs du Monde SA	15-Jun-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
Voyageurs du Monde SA	15-Jun-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors in the Aggregate Amount of EUR 120,000	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Constance Benque as Director	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Credit Mutuel Equity SCR as Director	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	13. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 1.301 Percent of Issued Capital for Use in Restricted Stock Plans	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Voyageurs du Monde SA	15-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	15. Subject to Approval of Item 14, Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Against
Virbac SA	20-Jun-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Philippe Capron as Director	Against
Virbac SA	20-Jun-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	20-Jun-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against
Virbac SA	20-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Sebastien Huron, CEO	Against
Virbac SA	20-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	20-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	21. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	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
Esker SA	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	8. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Esker SA	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	9. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	11. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.5 Million	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	13. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 10-12 at EUR 1.5 Million	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	14. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 10-13	Against
SES-imagotag SA	23-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry Gadou, 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
SES-imagotag SA	23-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
SES-imagotag SA	23-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	16. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
SES-imagotag SA	23-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	22. Reelect Cenhui He as Director	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	23. Reelect Helene Ploix as Director	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	25. Reelect Franck Moison as Director	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	27. Ratify Appointment of Xiangjun Yao as Director	Against
Equasens	29-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne Lhote as Director	Against
Equasens	29-Jun-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Celine Gris as Director	Against
Equasens	29-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Emilie Lecomte as Director	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Thierry Chapusot, Chairman of the Board	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Dominique Pautrat, CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Denis Supplisson, Vice-CEO then CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Gregoire de Rotalier, Vice-CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Board	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Denis Supplisson, CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Gregoire de Rotalier, Vice-CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Directors	Against
Equasens	29-Jun-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	20. Approve Remuneration of Directors in the Aggregate Amount of EUR 82,000	Against
Equasens	29-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	21. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
DO & CO AG	20-Jul-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Wavestone SA	27-Jul-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Patrick Hirigoyen Re: Employment Contract	Against
Wavestone SA	27-Jul-23	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Delegate Powers to the Board to Amend Articles of Bylaws to Comply with Legal Changes	Against
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1. Approve Stock Option Plan 2024-2027 for Chief Executive Officer	Against
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Plan 2024-2027 for Employees, Senior Management and Collaborators	Against
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	1. Authorize Board to Increase Capital to Service the Stock Option Plan 2024-2027 for Chief Executive Officer	Against
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service the Plan 2024-2027 for Employees, Senior Management and Collaborators	Against
SeSa SpA	28-Aug-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	28-Aug-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
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2024-2026	Against
SeSa SpA	28-Aug-23	Italy	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	1. Amend Company Bylaws Re: Article 6	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Grant Plan 2024-2026	Against
MedinCell SA	12-Sep-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
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Anh Nguyen as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect Philippe Guy as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Virginie Lleu as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Tone Kvale as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Chairman of the Management Board	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Management Board Members	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Chairman of the Supervisory Board	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman of the Management Board	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Supervisory Board	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Supervisory Board Members	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70,000	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 170,000	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 170,000	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 170,000	Against
MedinCell SA	12-Sep-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	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
MedinCell SA	12-Sep-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
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	27. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	28. Authorize Capital Increase of Up to EUR 70,000 for Future Exchange Offers	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	30. Authorize up to 7 Percent of Issued Capital for Use in Stock Option Plans	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	31. Approve Issuance of Warrants (Bons) Reserved for Specific Beneficiaries, up to 7 Percent of Issued Share Capital	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 7 Percent of Issued Capital for Use in Restricted Stock Plans	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	34. 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
MedinCell SA	12-Sep-23	France	G	Non-Routine Business - Non-Routine Business	Consider Measures to Address the Decline in the Company's Net Asset Value Relative to Its Capital	36. Confirm Decline in Shareholder Equity to Below Half the Nominal Value of Company's Issued Capital; Approve Liquidation of Company; Appoint Liquidator	Against
Sidetrade SA	15-Sep-23	France	G	Director Election - Director Election	Elect Director	1. Elect Gilles Rigal as Director	Against
Sidetrade SA	15-Sep-23	France	G	Director Election - Director Election	Elect Director	2. Elect Jean-Luc Robert as Director	Against
TFF Group	27-Oct-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	3. Approve Auditors' Special Report on Related-Party Transactions	Against
TFF Group	27-Oct-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
TFF Group	27-Oct-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Jean Francois, Chairman of the Supervisory Board	Against
TFF Group	27-Oct-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman of the Supervisory Board	Against
TFF Group	27-Oct-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Supervisory Board Members	Against
TFF Group	27-Oct-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11. Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 20,000	Against
TFF Group	27-Oct-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	12. Reelect Nathalie Meo as Supervisory Board Member	Against
TFF Group	27-Oct-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Philippine Francois as Supervisory Board Member	Against
TFF Group	27-Oct-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Elect Victoria Francois as Supervisory Board Member	Against
TFF Group	27-Oct-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
TFF Group	27-Oct-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	17. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against



### Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	1. Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For
SES-imagotag SA	23-Jun-23	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	18. Amend Article 11 of Bylaws Re: Age Limit of Directors	For
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	21. Reelect Thierry Gadou as Director	For
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	22. Reelect Cenhui He as Director	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	25. Reelect Franck Moison as Director	Against

### Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vaisala Oyj	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: Remote Meeting and Number of Board Members	Against
BAWAG Group AG	31-Mar-23	Austria	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2024	Against
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
Thermador Groupe SA	03-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Lionel Monroe, Vice-CEO	Against
Thermador Groupe SA	03-Apr-23	France	G	Audit Related - Auditor Related	Ratify Auditors	17. Appoint Deloitte as Auditor; Renew Appointment of Cabinet Royet as Auditor	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long-Term Incentive Plan 2023-2027	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	8. Adjust Remuneration of External Auditors	Against
Carel Industries SpA	21-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Chairman and CEO	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Interparfums	21-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Philippe Benacin, Chairman and CEO	Against
Interparfums	21-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 2.5 Percent of Issued Share Capital	Against
Nederman Holding AB	24-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Nederman Holding AB	24-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Ylva op den Velde Hammargren, Johan Menckel (Chair), Gunilla Fransson, Sam Stromersten and Sven Kristensson as Directors; Elect Anders Borg as New Director	Against
Nederman Holding AB	24-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Director Election - Director Election	Elect Director	10.a. Reelect Gosta Johannesson as Director	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11. Reelect Gosta Johannesson as Board Chair	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	12. Ratify KPMG as Auditor	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	13. Approve Remuneration of Directors in the Amount of SEK 480,000 for Chairman and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Against
Xvivo Perfusion AB	25-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
El.En. SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
El.En. SpA	27-Apr-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
El.En. SpA	27-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
El.En. SpA	27-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	1. Amend Company Bylaws Re: Article 20	Against
SECO SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SECO SpA	27-Apr-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
SECO SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3. Elect Two Directors	Against
SECO SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4. Approve Remuneration of Directors	Against
SECO SpA	27-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
SECO SpA	27-Apr-23	Italy	G	Director Related - Board Related	Change Size of Board of Directors	6. Increase Number of Directors from 10 to 11; Elect Director	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Sanlorenzo SpA	27-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.3. Approve Second Section of the Remuneration Report	Against
Dalata Hotel Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4c. Re-elect Elizabeth McMeikan as Director	Against
Dalata Hotel Group Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorise Issue of Equity	Against
Dalata Hotel Group Plc	27-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
The Weir Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jon Stanton as Director	Against
The Weir Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Srinivasan Venkatakrishnan as Director	Against
The Weir Group Plc	27-Apr-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	16. Authorise Issue of Equity	Against
Barco NV	27-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Barco NV	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Frank Donck as Independent Director	Against
Barco NV	27-Apr-23	Belgium	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	9. Approve Stock Option Plan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vitrolife AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	13. Reelect Lars Holmqvist, Pia Marions, Henrik Blomquist (Chair), Karen Lykke Sorensen, Vesa Koskinen and Jon Sigurdsson as Directors; Ratify Deloitte as Auditor	Against
Vitrolife AB	27-Apr-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Remuneration Report	Against
Vitrolife AB	27-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	19.d. Approve Alternative Equity Plan Financing	Against
Biotage AB	27-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Torben Jorgensen (Chairman), Peter Ehrenheim, Asa Hedin, Mark Bradley and Karen Lykke Sorensen as Directors; Elect Kieran Murphy and Kugan Sathiyandarajah as New Directors	Against
Biotage AB	27-Apr-23	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19.a. Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorise Issue of Equity	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8. Authorise Issue of Equity without Pre-emptive Rights	Against
Kingspan Group Plc	28-Apr-23	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Remuneration Policy	Against
Interpump Group SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Second Section of the Remuneration Report	Against
Interpump Group SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
LU-VE SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
LU-VE SpA	28-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	2. Amend Company Bylaws Re: Article Articles 17-bis	Against
GPI SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. 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
Zignago Vetro SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Approve Remuneration Policy	Against
Zignago Vetro SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Against
Zignago Vetro SpA	28-Apr-23	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Rational AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Mensch & Maschine Software SE	11-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify RSM GmbH as Auditors for Fiscal Year 2023	Against
Mensch & Maschine Software SE	11-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5. Approve Creation of EUR 3.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Mensch & Maschine Software SE	11-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
Nexans SA	11-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Oscar Hasbun Martinez as Director	Against
Nexans SA	11-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,375,330	Against
Nexans SA	11-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 4,375,330	Against
Nexans SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19, 21, 22 and 24	Against
Ipsos SA	15-May-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
Ipsos SA	15-May-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Laurence Stoclet as Director	Against
Ipsos SA	15-May-23	France	G	Audit Related - Auditor Related	Ratify Auditors	11. Renew Appointment of Grant Thornton as Auditor	Against
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Laurence Stoclet, Vice-CEO from January 1, 2022 to September 30, 2022 (Advisory)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Henri Wallard, Vice-CEO from January 1, 2022 to May 17, 2022 (Advisory)	Against
Ipsos SA	15-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	20. Approve Compensation Report of Corporate Officers	Against
Ipsos SA	15-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Authorize up to 1.30 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Against
Ipsos SA	15-May-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	Against
Aubay SA	16-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Philippe Rabasse, CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Vincent Gauthier, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of David Fuks, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Philippe Cornette, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Christophe Andrieux, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Paolo Riccardi, Vice-CEO	Against
Aubay SA	16-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against
Aubay SA	16-May-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 up to Aggregate Nominal Amount of EUR 6 Million	Against
Aubay SA	16-May-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 Private Placements, up to 20 Percent of Issued Capital Per Year	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aubay SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Against
Mersen SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of CEO and/or Executive Corporate Officers	Against
Mersen SA	16-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Luc Themelin, CEO	Against
Mersen SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 0.05 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for High Potential Executives or/and Strategic Experts	Against
NEXUS AG	16-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Hans-Joachim Koenig to the Supervisory Board	Against
NEXUS AG	16-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Florian Herger to the Supervisory Board	Against
Sedana Medical AB	16-May-23	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and Auditors	10. Approve Remuneration of Directors in the Amount of SEK 625,000 for Chairman, and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Against
Sedana Medical AB	16-May-23	Sweden	G	Director Election - Director Election - Bundled	Elect Board of Directors and Auditors (Bundled)	11. Reelect Claus Bjerre (Chair), Hilde Furberg, Ola Magnusson, Christoffer Rosenblad and Eva Walde as Directors; Ratify PricewaterhouseCoopers as Auditors	Against
AIXTRON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Kim Schindelbauer to the Supervisory Board	Against
freenet AG	17-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Against
freenet AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Infotel SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.38 Million	Against

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Infotel SA	17-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 1.38 Million	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 16 and 17	Against
Infotel SA	17-May-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	19. Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers or for Contribution in Kind	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
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against



## Analysis of Votes Against 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 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
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
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Sixt SE	23-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	Against
Sixt SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
ID Logistics Group	31-May-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
ID Logistics Group	31-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Michel Clair as Director	Against
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman and CEO	Against
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Vice-CEO	Against
ID Logistics Group	31-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Against
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Eric Hemar, Chairman and CEO	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ID Logistics Group	31-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Christophe Satin, Vice-CEO	Against
ID Logistics Group	31-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ID Logistics Group	31-May-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 1.4 Million	Against
ID Logistics Group	31-May-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 1.4 Million	Against
ID Logistics Group	31-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 Aggregate Nominal Amount of EUR 1.4 Million	Against
ID Logistics Group	31-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million	Against
ID Logistics Group	31-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
ID Logistics Group	31-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 17 to 20	Against
ID Logistics Group	31-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
ID Logistics Group	31-May-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	Against
ID Logistics Group	31-May-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	25. Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 290,000	Against
ID Logistics Group	31-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 Reserved for Employees and/or Corporate Officers	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ID Logistics Group	31-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	27. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and/or Corporate Officers	Against
ID Logistics Group	31-May-23	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	29. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Against
Frequentis AG	01-Jun-23	Austria	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5. Approve Remuneration of Supervisory Board Members	Against
Frequentis AG	01-Jun-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Frequentis AG	01-Jun-23	Austria	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify BDO Austria GmbH as Auditors for Fiscal Year 2023	Against
Frequentis AG	01-Jun-23	Austria	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	8. Approve Long Term Incentive Plan 2023	Against
Frequentis AG	01-Jun-23	Austria	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9. Approve Creation of EUR 6.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Frequentis AG	01-Jun-23	Austria	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 80 Million; Approve Creation of EUR 6.6 Million Pool of Capital to Guarantee Conversion Rights	Against
adesso SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
adesso SE	01-Jun-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Approve Creation of EUR 1.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	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

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Neurones SA	08-Jun-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
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Luc de Chamard as Director	Against
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Marie-Francoise Jaubert as Director	Against
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Jean-Louis Pacquement as Director	Against
Neurones SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Herve Pichard as Director	Against
Neurones SA	08-Jun-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13. Approve Remuneration of Directors in the Aggregate Amount of EUR 20,000	Against
Neurones SA	08-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sidetrade SA	15-Jun-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
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	9. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	11. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 1 Million	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	12. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Million	Against
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	13. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 9-12	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sidetrade SA	15-Jun-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	14. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 9-13 at EUR 1.15 Million	Against
Sidetrade SA	15-Jun-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
Sidetrade SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Director Related - Discharge	Approve Discharge of Directors and Auditors (Bundled)	3. Approve Discharge of Directors and Auditors	Against
Voyageurs du Monde SA	15-Jun-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
Voyageurs du Monde SA	15-Jun-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors in the Aggregate Amount of EUR 120,000	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Constance Benque as Director	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Reelect Credit Mutuel Equity SCR as Director	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	13. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 1.301 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Voyageurs du Monde SA	15-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	15. Subject to Approval of Item 14, Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Against
Virbac SA	20-Jun-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Philippe Capron as Director	Against
Virbac SA	20-Jun-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	7. Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Against
Virbac SA	20-Jun-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Renew Appointment of Rodolphe Durand as Censor	Against
Virbac SA	20-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Sebastien Huron, CEO	Against
Virbac SA	20-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Habib Ramdani, Vice-CEO	Against
Virbac SA	20-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	21. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Evotec SE	20-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Esker SA	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	8. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Esker SA	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	9. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	11. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.5 Million	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	13. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 10-12 at EUR 1.5 Million	Against
Esker SA	21-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	14. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 10-13	Against
SES-imagotag SA	23-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Thierry Gadou, Chairman and CEO	Against
SES-imagotag SA	23-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman and CEO	Against
SES-imagotag SA	23-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	16. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
SES-imagotag SA	23-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	22. Reelect Cenhui He as Director	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	23. Reelect Helene Ploix as Director	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	25. Reelect Franck Moison as Director	Against
SES-imagotag SA	23-Jun-23	France	G	Director Election - Director Election	Elect Director	27. Ratify Appointment of Xiangjun Yao as Director	Against
Equasens	29-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne Lhote as Director	Against
Equasens	29-Jun-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Celine Gris as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equasens	29-Jun-23	France	G	Director Election - Director Election	Elect Director	8. Reelect Emilie Lecomte as Director	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Thierry Chapusot, Chairman of the Board	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Dominique Pautrat, CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Denis Supplisson, Vice-CEO then CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Gregoire de Rotalier, Vice-CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Board	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Denis Supplisson, CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Gregoire de Rotalier, Vice-CEO	Against
Equasens	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Directors	Against
Equasens	29-Jun-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	20. Approve Remuneration of Directors in the Aggregate Amount of EUR 82,000	Against
Equasens	29-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	21. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
DO & CO AG	20-Jul-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Wavestone SA	27-Jul-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	4. Approve Transaction with Patrick Hirigoyen Re: Employment Contract	Against
Wavestone SA	27-Jul-23	France	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Delegate Powers to the Board to Amend Articles of Bylaws to Comply with Legal Changes	Against
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1. Approve Stock Option Plan 2024-2027 for Chief Executive Officer	Against
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Plan 2024-2027 for Employees, Senior Management and Collaborators	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	1. Authorize Board to Increase Capital to Service the Stock Option Plan 2024-2027 for Chief Executive Officer	Against
SECO SpA	28-Jul-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service the Plan 2024-2027 for Employees, Senior Management and Collaborators	Against
SeSa SpA	28-Aug-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
SeSa SpA	28-Aug-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
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Stock Grant Plan 2024-2026	Against
SeSa SpA	28-Aug-23	Italy	G	Company Articles - Article Amendments	Amend Articles/Charter to Reflect Changes in Capital	1. Amend Company Bylaws Re: Article 6	Against
SeSa SpA	28-Aug-23	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	2. Authorize Board to Increase Capital to Service Stock Grant Plan 2024-2026	Against
MedinCell SA	12-Sep-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
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Anh Nguyen as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect Philippe Guy as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Virginie Lleu as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Tone Kvale as Supervisory Board Member	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Chairman of the Management Board	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Management Board Members	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Chairman of the Supervisory Board	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman of the Management Board	Against



**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Chairman of the Supervisory Board	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Supervisory Board Members	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70,000	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 170,000	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 170,000	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 170,000	Against
MedinCell SA	12-Sep-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	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
MedinCell SA	12-Sep-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
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	27. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
MedinCell SA	12-Sep-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	28. Authorize Capital Increase of Up to EUR 70,000 for Future Exchange Offers	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	30. Authorize up to 7 Percent of Issued Capital for Use in Stock Option Plans	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MedinCell SA	12-Sep-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	31. Approve Issuance of Warrants (Bons) Reserved for Specific Beneficiaries, up to 7 Percent of Issued Share Capital	Against
MedinCell SA	12-Sep-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	32. Authorize up to 7 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Sidetrade SA	15-Sep-23	France	G	Director Election - Director Election	Elect Director	1. Elect Gilles Rigal as Director	Against
Sidetrade SA	15-Sep-23	France	G	Director Election - Director Election	Elect Director	2. Elect Jean-Luc Robert as Director	Against
TFF Group	27-Oct-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	3. Approve Auditors' Special Report on Related-Party Transactions	Against
TFF Group	27-Oct-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
TFF Group	27-Oct-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Jean Francois, Chairman of the Supervisory Board	Against
TFF Group	27-Oct-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman of the Supervisory Board	Against
TFF Group	27-Oct-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Supervisory Board Members	Against
TFF Group	27-Oct-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	11. Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 20,000	Against
TFF Group	27-Oct-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	12. Reelect Nathalie Meo as Supervisory Board Member	Against
TFF Group	27-Oct-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Philippine Francois as Supervisory Board Member	Against
TFF Group	27-Oct-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Elect Victoria Francois as Supervisory Board Member	Against
TFF Group	27-Oct-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
TFF Group	27-Oct-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	17. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against

## Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
Amplifon SpA	21-Apr-23	Annual	Italy	1703187	Rejected - Rejected - Late

**Unvoted Meetings (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Meeting Type</b>	<b>Market</b>	<b>Meeting ID</b>	<b>Rejection Reason</b>
Qt Group Plc	14-Mar-23	Annual	Finland	1715655	
Seche Environnement SA	28-Apr-23	Annual/Special	France	1732168	Rejected - Rejected - Late
Greenvolt Energias Renovaveis SA	28-Apr-23	Annual	Portugal	1741054	Rejected - Rejected - Late