

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): EdR SICAV - Tech Impact
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/23 to 1/1/24

Meeting Overview

Category	Number	Percentage
Number of votable meetings	42	
Number of meetings voted	41	97.62%
Number of meetings with at least 1 vote Against, Withhold or Abstain	33	78.57%

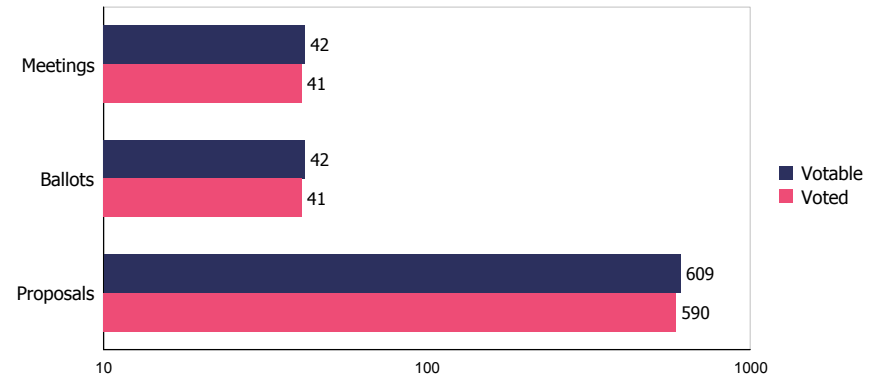
Ballot Overview

Category	Number	Percentage
Number of votable ballots	42	
Number of ballots voted	41	97.62%

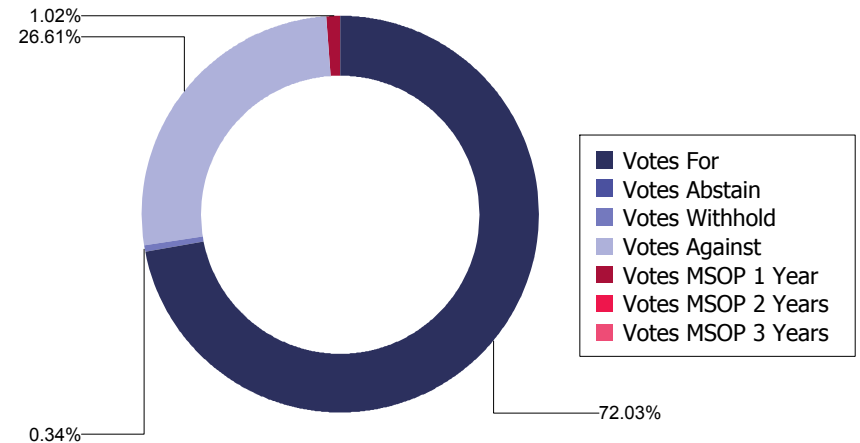
Proposal Overview

Category	Number	Percentage
Number of votable items	609	
Number of items voted	590	96.88%
Number of votes FOR	425	72.03%
Number of votes AGAINST	157	26.61%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	2	0.34%
Number of votes on MSOP Frequency 1 Year	6	1.02%
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	580	98.31%
Number of votes Against Policy	10	1.69%
Number of votes With Mgmt	430	72.88%
Number of votes Against Mgmt	160	27.12%
Number of votes on MSOP (exclude frequency)	34	5.76%
Number of votes on Shareholder Proposals	13	2.20%

Voting Statistics

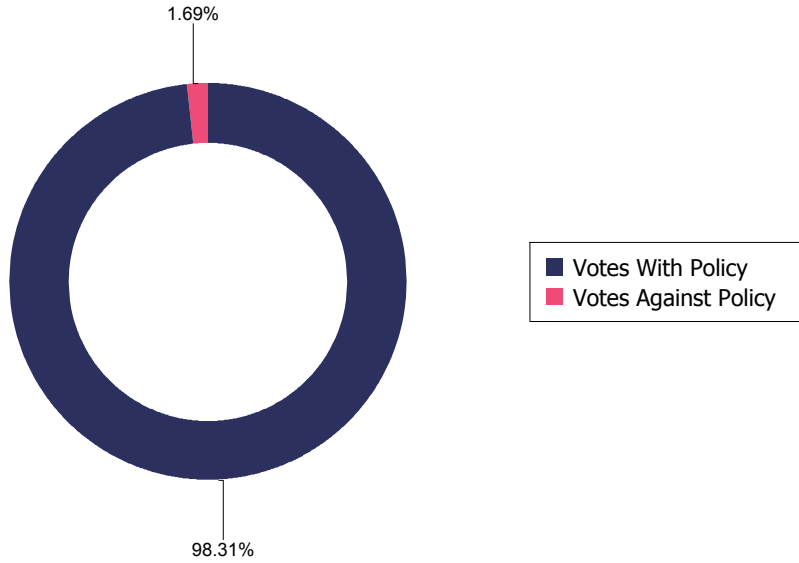


Vote Cast Statistics

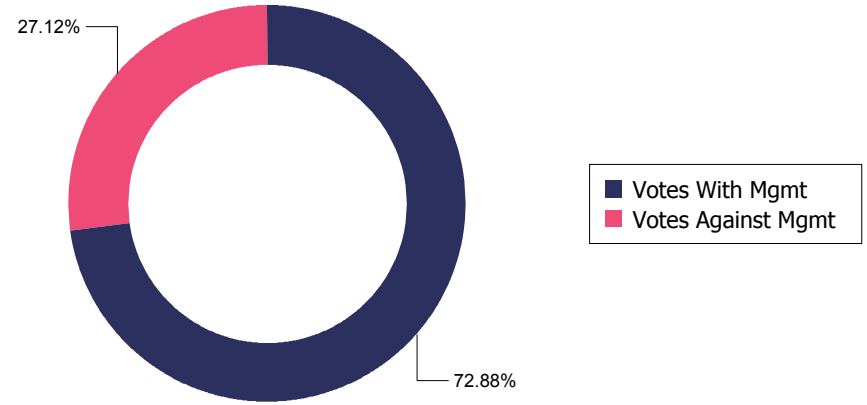


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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



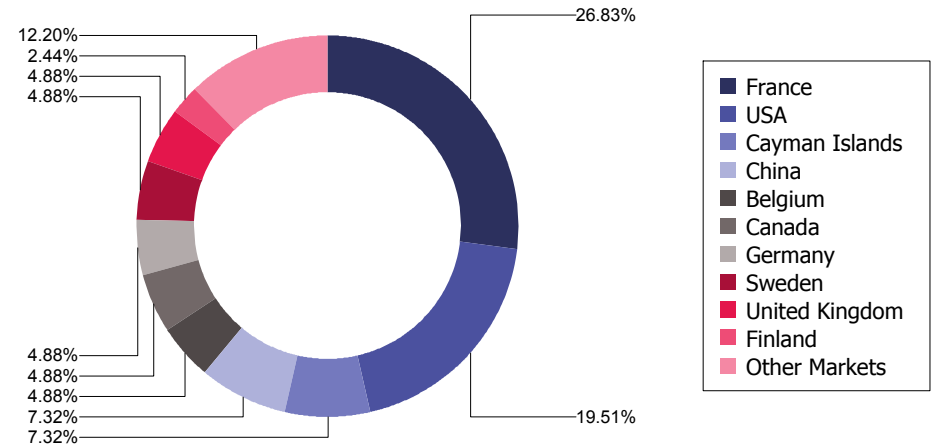
Vote Alignment with Management



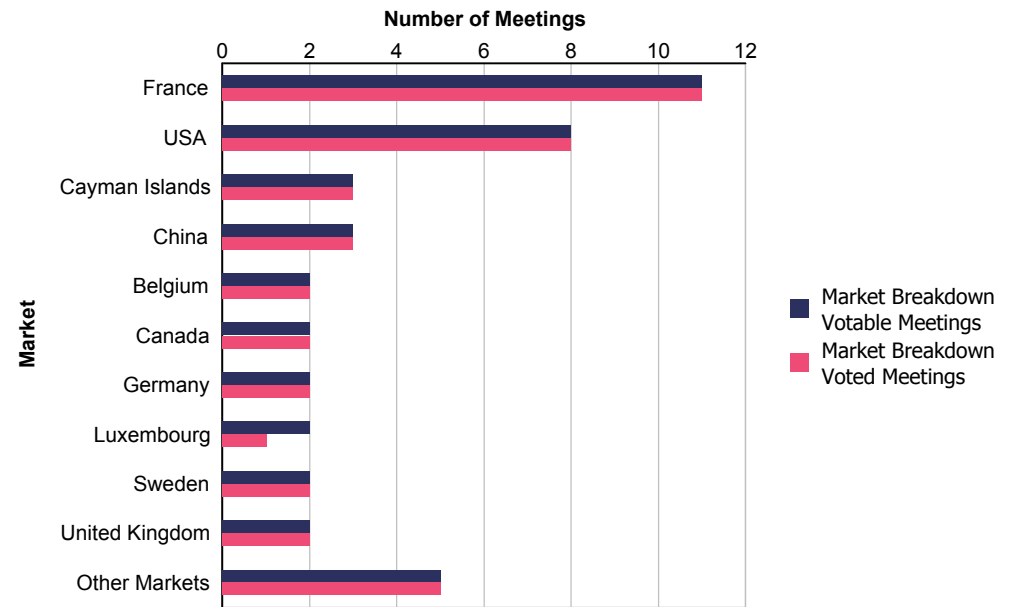
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	11	11	100.00%
USA	8	8	100.00%
Cayman Islands	3	3	100.00%
China	3	3	100.00%
Belgium	2	2	100.00%
Canada	2	2	100.00%
Germany	2	2	100.00%
Luxembourg	2	1	50.00%
Sweden	2	2	100.00%
United Kingdom	2	2	100.00%
Finland	1	1	100.00%
Netherlands	1	1	100.00%
Spain	1	1	100.00%
Switzerland	1	1	100.00%
Taiwan	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
Cint Group AB	26-Jan-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	7.a. Approve Stock Option Plan LTIP 2023 for Key Employees	Against
Cint Group AB	26-Jan-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	7.b. Approve Issuance and Transfer of Restricted Stock Units for Participants	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	14. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against
Aramis Group SAS	10-Feb-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 165,000	Against
Aramis Group SAS	10-Feb-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 331,000	Against
Aramis Group SAS	10-Feb-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	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Aramis Group SAS	10-Feb-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	25. Approve Issuance of 410,000 Warrants (BSA 2023) Reserved for Specific Beneficiaries	Against
Aramis Group SAS	10-Feb-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	26. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
OVH Groupe SAS	16-Feb-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Miroslaw Klaba as Director	Against
OVH Groupe SAS	16-Feb-23	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Renew Appointment of KPMG SA and Grant Thornton as Auditors	Against
OVH Groupe SAS	16-Feb-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
OVH Groupe SAS	16-Feb-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. 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
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charlotte F. Beason	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John T. Casteen, III	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert R. Grusky	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Robert S. Silberman	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director G. Thomas Waite, III	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
X-FAB Silicon Foundries SE	27-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
X-FAB Silicon Foundries SE	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	7. Reelect Viinvlin BV, Permanently Represented by Ling Qi, as Director and Approve Their Remuneration	Against
Cint Group AB	09-May-23	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	10.2. Approve Remuneration of Auditors	Against
Cint Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Patrick Comer as Director	Against
Cint Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	11.5. Reelect Anna Belfrage as Director	Against
Cint Group AB	09-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.8. Reelect Patrick Comer as Board Chair	Against
Cint Group AB	09-May-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	11.9. Ratify PricewaterhouseCoopers AB as Auditors	Against
Cint Group AB	09-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Cint Group AB	09-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
GoerTek Inc.	10-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantee	Against
Thales SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9. Authorize up to 0.96 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
Manhattan Associates, Inc.	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tom Killalea	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Madhu Ranganathan	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Axway Software SA	11-May-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Pierre Pasquier as Director	Against
Axway Software SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Axway Software SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Patrick Donovan, CEO	Against
Axway Software SA	11-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 20 Million	Against
Axway Software 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	19. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 18	Against
Axway Software SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	20. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy E. Guertin	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mercedes Johnson	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ernest E. Maddock	Against
Teradyne, Inc.	12-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Renewal of the Duration of the Existing Authorised Share Capital Clause for Another Five Years Period and Amend Article 5.2 of the Articles	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ICAPE Holding SA	16-May-23	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	6. Approve Severance Agreement with Thierry Ballenghien	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	7. Approve Severance Agreement with Cyril Calvignac	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	8. Approve Severance Agreement with Shora Rokni	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	14. Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Against
ICAPE Holding SA	16-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ICAPE Holding SA	16-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 and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 1.6 Million	Against
ICAPE Holding SA	16-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 up to Aggregate Nominal Amount of EUR 1.6 Million	Against
ICAPE Holding SA	16-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.2 Million	Against
ICAPE Holding SA	16-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 600,000	Against
ICAPE Holding SA	16-May-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 Above	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	21. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	22. Approve Issuance of Warrants (BSA), up to 10 Percent of Issued Share Capital Reserved for Specific Beneficiaries	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	23. 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
ICAPE Holding SA	16-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
ICAPE Holding SA	16-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	25. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-20 and 24 at EUR 2 Million	Against
ICAPE Holding SA	16-May-23	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	27. Amend Article 12 of Bylaws Re: Board Decisions	Against
ICAPE Holding SA	16-May-23	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	28. Amend Article 13 of Bylaws Re: Vote Requirement	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
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Transfer of Share Options	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1c. Approve Termination of the Existing Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Jacobus Petrus (Koos) Bekker as Director	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4a. Adopt 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4b. Approve Transfer of Share Awards	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4c. Approve Termination of the Existing Share Award Schemes	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Vincent Paris, CEO from January 1, 2022 until February 28, 2022	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Materialise NV	06-Jun-23	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Wilfried Vancraen as Director	Against
Materialise NV	06-Jun-23	Belgium	G	Director Election - Director Election	Elect Director	7.2. Reelect Peter Leys as Director	Against
Materialise NV	06-Jun-23	Belgium	G	Director Election - Director Election	Elect Director	7.3. Reelect A TRE C CVOA, Permanently Represented by Johan De Lille , as Director	Against
Kinaxis Inc.	08-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Elizabeth (Betsy) Rafael	Against
Exclusive Networks SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	5. Ratify Appointment of Nathalie Lomon as Director Following Resignation of Nathalie Buhnemann	Against
Exclusive Networks SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Elect Paul-Philippe Bernier as Director	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements Up to 10 Percent of Issued Capital	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-17	Against
Exclusive Networks SA	08-Jun-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	19. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
METabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Chairman and CEO	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Vice-CEO	Against
METabolic Explorer SA	09-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Elect Benjamin Gonzalez as Director	Against
METabolic Explorer SA	09-Jun-23	France	G	Director Election - Director Election	Elect Director	11. Elect Jerome Dupas as Director	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
METabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1,018,383.86	Against
METabolic Explorer SA	09-Jun-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 Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 1,018,383.86	Against
METabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1,527,573.99	Against
METabolic Explorer SA	09-Jun-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 16-21	Against
METabolic Explorer SA	09-Jun-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
METabolic Explorer SA	09-Jun-23	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	24. Delegate Powers to the Board to Approve Merger by Absorption by METabolic Explorer SA	Against
METabolic Explorer SA	09-Jun-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	25. Authorize Capital Increase of Up to EUR 1,527,573.99 in Connection with Contribution in Kind Above	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MEtabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 1,018,383.86 for Future Exchange Offers	Against
MEtabolic Explorer SA	09-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	27. Authorize Issuance of Warrants (BSA 2023) Reserved for Specific Beneficiaries, up to EUR 100,000	Against
MEtabolic Explorer SA	09-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	29. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
MEtabolic Explorer SA	09-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	30. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Elect Michel Guillemot as Director	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Elect Claude Guillemot as Director	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	4. Appoint Macalvins Limited as Auditors	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorise Issue of Equity	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	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
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marshall L. Mohr	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gordon Ritter	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Thinkific Labs Inc.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Brandon Nussey	Withhold
Thinkific Labs Inc.	22-Jun-23	Canada	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Troy Cox as Director and Board Chair	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Kathy Hibbs as Director	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.6. Reelect Didier Hirsch as Director	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Kathy Hibbs as Member of the Compensation Committee	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8.1. Approve Remuneration of Directors in the Amount of USD 1.9 Million	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.3. Approve Variable Remuneration of Executive Committee in the Amount of USD 12 Million	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9.2. Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 3.3 Million with or without Exclusion of Preemptive Rights	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	9.3. Approve Creation of CHF 740,000 Pool of Conditional Capital for Employee Equity Participation; Amend Articles Re: Conditional Capital for Bonds or Similar Debt Instruments	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SOPHIA GENETICS SA	26-Jun-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9.5. Amend Articles Re: Place of Jurisdiction	Against
SOPHIA GENETICS SA	26-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
ESI Group SA	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Cristel de Rouvray, CEO	Against
ESI Group SA	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
ESI Group SA	29-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ESI Group SA	29-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	13. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Draft and Summary on Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Management Method of Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Authorization of the Board to Handle All Matters Related to the Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	5. Approve Draft and Summary on Stock Option Incentive Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Methods to Assess the Performance of Plan Participants	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Authorization of the Board to Handle All Matters Related to the Stock Option Incentive Plan	Against
NetApp, Inc.	13-Sep-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Employee Stock Ownership/Purchase Plan	Amend Qualified Employee Stock Purchase Plan	6. Amend Qualified Employee Stock Purchase Plan	Against
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alibaba Group Holding Limited	28-Sep-23	Cayman Islands	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	Against
Microsoft Corporation	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.02. Elect Director Hugh F. Johnston	Against
Microsoft Corporation	07-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte and & Touche as Auditors	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oxford Nanopore Technologies Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Elect Duncan Tatton-Brown as Director	For
Oxford Nanopore Technologies Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Wendy Becker as Director	For
Oxford Nanopore Technologies Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Adrian Hennah as Director	For
Oxford Nanopore Technologies Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect John O'Higgins as Director	For
Oxford Nanopore Technologies Plc	12-Jun-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	13. Reappoint Deloitte LLP as Auditors	For
Oxford Nanopore Technologies Plc	12-Jun-23	United Kingdom	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SOPHIA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Troy Cox as Director and Board Chair	Against
SOPHIA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Kathy Hibbs as Director	Against
SOPHIA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.6. Reelect Didier Hirsch as Director	Against
SOPHIA GENETICS SA	26-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Kathy Hibbs as Member of the Compensation Committee	Against

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cint Group AB	26-Jan-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	7.a. Approve Stock Option Plan LTIP 2023 for Key Employees	Against
Cint Group AB	26-Jan-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	7.b. Approve Issuance and Transfer of Restricted Stock Units for Participants	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	14. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against
Aramis Group SAS	10-Feb-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 165,000	Against
Aramis Group SAS	10-Feb-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 331,000	Against
Aramis Group SAS	10-Feb-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	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Aramis Group SAS	10-Feb-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Aramis Group SAS	10-Feb-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	25. Approve Issuance of 410,000 Warrants (BSA 2023) Reserved for Specific Beneficiaries	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aramis Group SAS	10-Feb-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	26. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
OVH Groupe SAS	16-Feb-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Miroslaw Klabas as Director	Against
OVH Groupe SAS	16-Feb-23	France	G	Audit Related - Auditor Related	Ratify Auditors	8. Renew Appointment of KPMG SA and Grant Thornton as Auditors	Against
OVH Groupe SAS	16-Feb-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Against
OVH Groupe SAS	16-Feb-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charlotte F. Beason	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John T. Casteen, III	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert R. Grusky	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Robert S. Silberman	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director G. Thomas Waite, III	Against
Strategic Education, Inc.	26-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
X-FAB Silicon Foundries SE	27-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
X-FAB Silicon Foundries SE	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	7. Reelect Vlinvlin BV, Permanently Represented by Ling Qi, as Director and Approve Their Remuneration	Against
Cint Group AB	09-May-23	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	10.2. Approve Remuneration of Auditors	Against
Cint Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Patrick Comer as Director	Against
Cint Group AB	09-May-23	Sweden	G	Director Election - Director Election	Elect Director	11.5. Reelect Anna Belfrage as Director	Against
Cint Group AB	09-May-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11.8. Reelect Patrick Comer as Board Chair	Against
Cint Group AB	09-May-23	Sweden	G	Audit Related - Auditor Related	Ratify Auditors	11.9. Ratify PricewaterhouseCoopers AB as Auditors	Against
Cint Group AB	09-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cint Group AB	09-May-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
GoerTek Inc.	10-May-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	10. Approve Provision of Guarantee	Against
Thales SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9. Authorize up to 0.96 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Manhattan Associates, Inc.	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tom Killalea	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Madhu Ranganathan	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Akamai Technologies, Inc.	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Axway Software SA	11-May-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Pierre Pasquier as Director	Against
Axway Software SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Axway Software SA	11-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Patrick Donovan, CEO	Against
Axway Software SA	11-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 20 Million	Against
Axway Software 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	19. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 18	Against
Axway Software SA	11-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	20. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy E. Guertin	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mercedes Johnson	Against
Teradyne, Inc.	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ernest E. Maddock	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Teradyne, Inc.	12-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Allegro.eu SA	12-May-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Renewal of the Duration of the Existing Authorised Share Capital Clause for Another Five Years Period and Amend Article 5.2 of the Articles	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	6. Approve Severance Agreement with Thierry Ballenghien	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	7. Approve Severance Agreement with Cyril Calvignac	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	8. Approve Severance Agreement with Shora Rokni	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	14. Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Against
ICAPE Holding SA	16-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ICAPE Holding SA	16-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 and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 1.6 Million	Against
ICAPE Holding SA	16-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 up to Aggregate Nominal Amount of EUR 1.6 Million	Against
ICAPE Holding SA	16-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.2 Million	Against
ICAPE Holding SA	16-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 600,000	Against
ICAPE Holding SA	16-May-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 Above	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	21. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ICAPE Holding SA	16-May-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	22. Approve Issuance of Warrants (BSA), up to 10 Percent of Issued Share Capital Reserved for Specific Beneficiaries	Against
ICAPE Holding SA	16-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	23. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
ICAPE Holding SA	16-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
ICAPE Holding SA	16-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	25. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-20 and 24 at EUR 2 Million	Against
ICAPE Holding SA	16-May-23	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	27. Amend Article 12 of Bylaws Re: Board Decisions	Against
ICAPE Holding SA	16-May-23	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	28. Amend Article 13 of Bylaws Re: Vote Requirement	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
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1a. Adopt 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	1b. Approve Transfer of Share Options	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	1c. Approve Termination of the Existing Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Jacobus Petrus (Koos) Bekker as Director	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	2. Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4a. Adopt 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4b. Approve Transfer of Share Awards	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4c. Approve Termination of the Existing Share Award Schemes	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against
Tencent Holdings Limited	17-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Vincent Paris, CEO from January 1, 2022 until February 28, 2022	Against
Sopra Steria Group SA	24-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Materialise NV	06-Jun-23	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Wilfried Vancaen as Director	Against
Materialise NV	06-Jun-23	Belgium	G	Director Election - Director Election	Elect Director	7.2. Reelect Peter Leys as Director	Against
Materialise NV	06-Jun-23	Belgium	G	Director Election - Director Election	Elect Director	7.3. Reelect A TRE C CVOA, Permanently Represented by Johan De Lille , as Director	Against
Kinaxis Inc.	08-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Elizabeth (Betsy) Rafael	Against
Exclusive Networks SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	5. Ratify Appointment of Nathalie Lomon as Director Following Resignation of Nathalie Buhnemann	Against
Exclusive Networks SA	08-Jun-23	France	G	Director Election - Director Election	Elect Director	6. Elect Paul-Philippe Bernier as Director	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements Up to 10 Percent of Issued Capital	Against
Exclusive Networks SA	08-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-17	Against
Exclusive Networks SA	08-Jun-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	19. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
METabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Chairman and CEO	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Vice-CEO	Against
METabolic Explorer SA	09-Jun-23	France	G	Director Election - Director Election	Elect Director	10. Elect Benjamin Gonzalez as Director	Against
METabolic Explorer SA	09-Jun-23	France	G	Director Election - Director Election	Elect Director	11. Elect Jerome Dupas as Director	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
METabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1,018,383.86	Against
METabolic Explorer SA	09-Jun-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 Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 1,018,383.86	Against
METabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1,527,573.99	Against
METabolic Explorer SA	09-Jun-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 16-21	Against
METabolic Explorer SA	09-Jun-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
METabolic Explorer SA	09-Jun-23	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	24. Delegate Powers to the Board to Approve Merger by Absorption by METabolic Explorer SA	Against
METabolic Explorer SA	09-Jun-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	25. Authorize Capital Increase of Up to EUR 1,527,573.99 in Connection with Contribution in Kind Above	Against
METabolic Explorer SA	09-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 1,018,383.86 for Future Exchange Offers	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	27. Authorize Issuance of Warrants (BSA 2023) Reserved for Specific Beneficiaries, up to EUR 100,000	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	29. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
METabolic Explorer SA	09-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	30. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Elect Michel Guillemot as Director	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Elect Claude Guillemot as Director	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	4. Appoint Macalvins Limited as Auditors	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Authorise Issue of Equity	Against
AMA Corporation Plc	12-Jun-23	United Kingdom	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
AMA Corporation Plc	12-Jun-23	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marshall L. Mohr	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gordon Ritter	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Thinkific Labs Inc.	22-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Brandon Nussey	Withhold
Thinkific Labs Inc.	22-Jun-23	Canada	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Troy Cox as Director and Board Chair	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Kathy Hibbs as Director	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	4.6. Reelect Didier Hirsch as Director	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Kathy Hibbs as Member of the Compensation Committee	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8.1. Approve Remuneration of Directors in the Amount of USD 1.9 Million	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.3. Approve Variable Remuneration of Executive Committee in the Amount of USD 12 Million	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	9.2. Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 3.3 Million with or without Exclusion of Preemptive Rights	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	9.3. Approve Creation of CHF 740,000 Pool of Conditional Capital for Employee Equity Participation; Amend Articles Re: Conditional Capital for Bonds or Similar Debt Instruments	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9.5. Amend Articles Re: Place of Jurisdiction	Against
SOPHiA GENETICS SA	26-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
ESI Group SA	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Cristel de Rouvray, CEO	Against
ESI Group SA	29-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
ESI Group SA	29-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ESI Group SA	29-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	13. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Draft and Summary on Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	3. Approve Management Method of Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Authorization of the Board to Handle All Matters Related to the Employee Share Purchase Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	5. Approve Draft and Summary on Stock Option Incentive Plan	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Methods to Assess the Performance of Plan Participants	Against
GoerTek Inc.	08-Aug-23	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Authorization of the Board to Handle All Matters Related to the Stock Option Incentive Plan	Against
NetApp, Inc.	13-Sep-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
NetApp, Inc.	13-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Employee Stock Ownership/Purchase Plan	Amend Qualified Employee Stock Purchase Plan	6. Amend Qualified Employee Stock Purchase Plan	Against
NetApp, Inc.	13-Sep-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	7. Amend Omnibus Stock Plan	Against
Alibaba Group Holding Limited	28-Sep-23	Cayman Islands	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	Against
Microsoft Corporation	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.02. Elect Director Hugh F. Johnston	Against
Microsoft Corporation	07-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte and & Touche as Auditors	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	For
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Guidewire Software, Inc.	19-Dec-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Guidewire Software, Inc.	19-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Allegro.eu SA	12-May-23	Annual	Luxembourg	1739724