

Board Statistics Report



Parameters Used:

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

Meeting Overview

Category	Number	Percentage
Number of votable meetings	41	
Number of meetings voted	40	97.56%
Number of meetings with at least 1 vote Against, Withhold or Abstain	26	63.41%

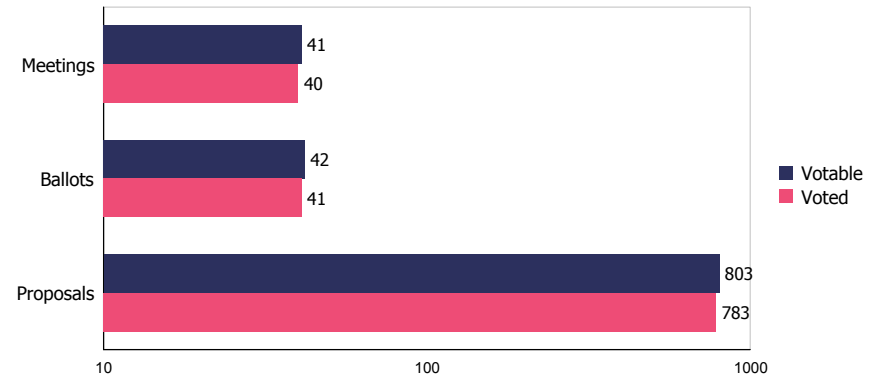
Ballot Overview

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

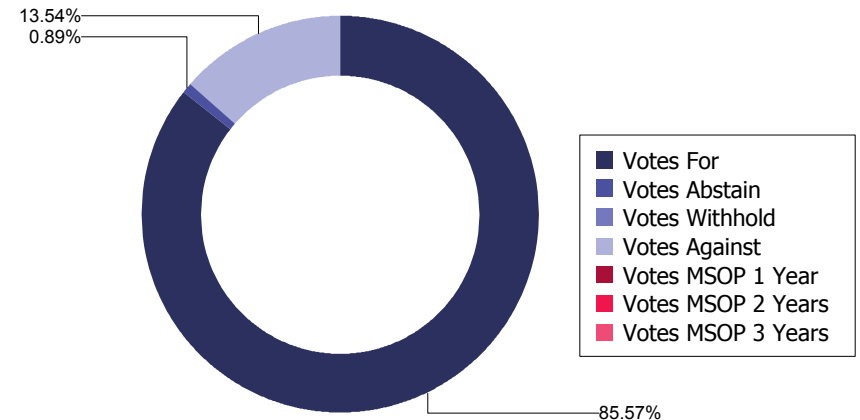
Proposal Overview

Category	Number	Percentage
Number of votable items	803	
Number of items voted	783	97.51%
Number of votes FOR	670	85.57%
Number of votes AGAINST	106	13.54%
Number of votes ABSTAIN	7	0.89%
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	783	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	681	86.97%
Number of votes Against Mgmt	102	13.03%
Number of votes on MSOP (exclude frequency)	58	7.41%
Number of votes on Shareholder Proposals	19	2.43%

Voting Statistics



Vote Cast Statistics

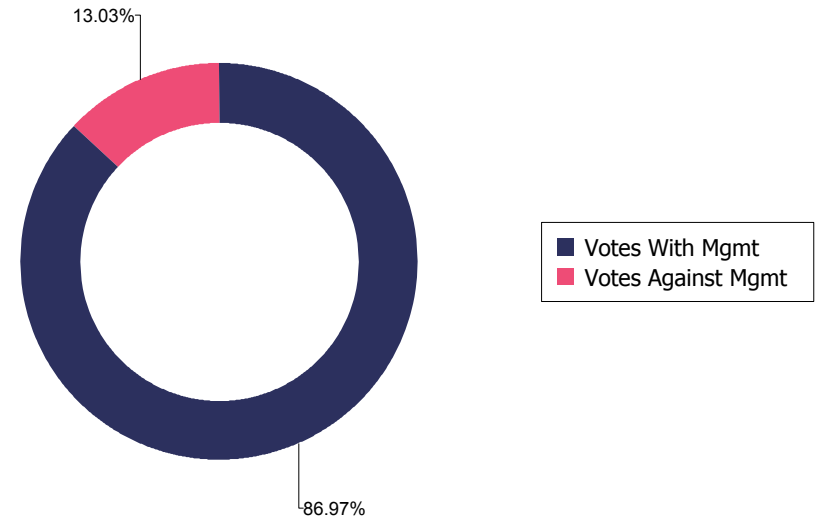


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

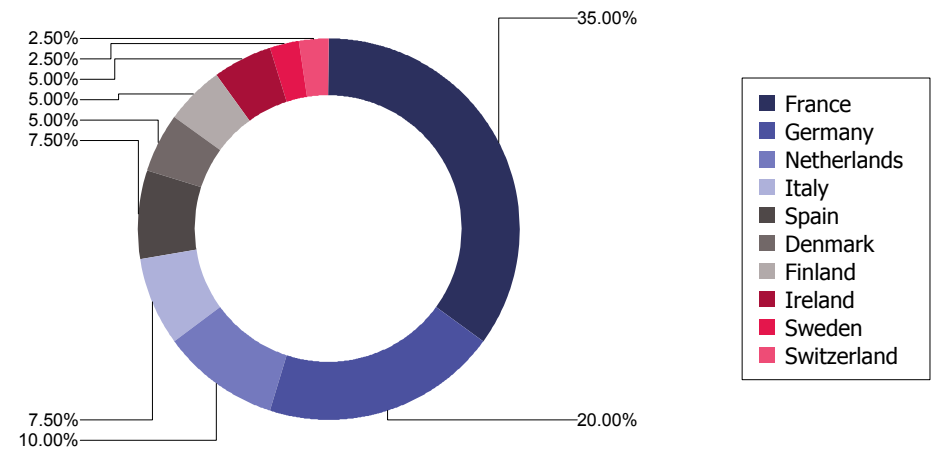
Vote Alignment with Management



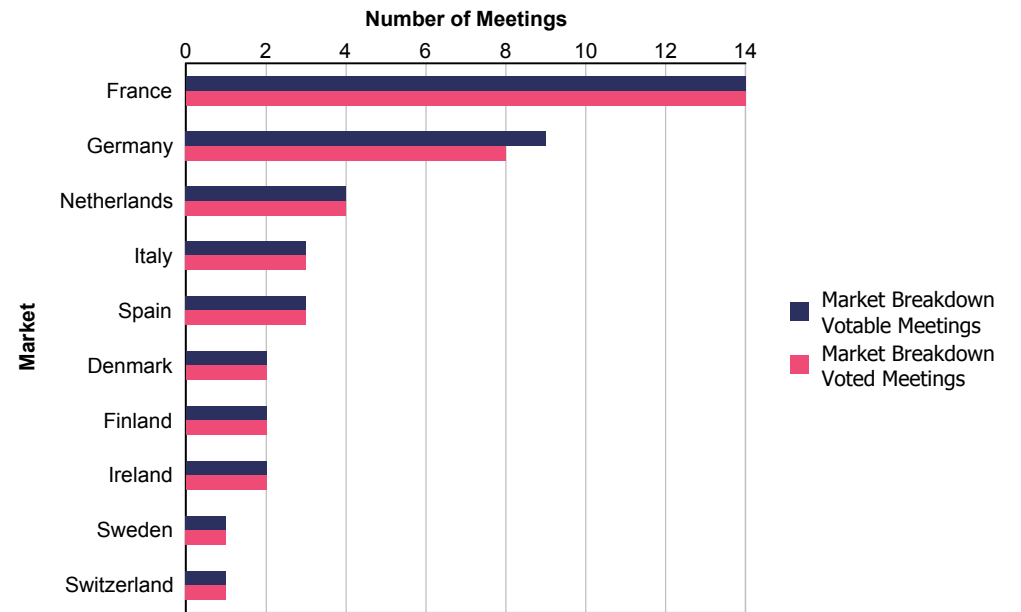
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	14	14	100.00%
Germany	9	8	88.89%
Netherlands	4	4	100.00%
Italy	3	3	100.00%
Spain	3	3	100.00%
Denmark	2	2	100.00%
Finland	2	2	100.00%
Ireland	2	2	100.00%
Sweden	1	1	100.00%
Switzerland	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
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.4e. Elect Annica Bresky as New Director	Abstain
Orsted A/S	07-Mar-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8. Ratify PricewaterhouseCoopers as Auditor	Abstain
Nordea Bank Abp	23-Mar-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Stephen Hester as Director (Chair)	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Director Election - Director Election	Elect Director	13.e. Reelect Birger Steen as Director	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Director Election - Director Election	Elect Director	13.g. Reelect Arja Talma as Director	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	17. Approve Issuance of Convertible Instruments without Preemptive Rights	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Approve Issuance of up to 30 Million Shares without Preemptive Rights	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6.1. Reelect Helge Lund as Board Chairman	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3a. Reelect Laurence Debroux as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify Deloitte as Auditor	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
Neste Corp.	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipilä (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neste Corp.	28-Mar-23	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Par Boman as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.9. Reelect Barbara M. Thoralfsson as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.10. Reelect Karl Aberg as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Reelect Par Boman as Board Chair	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Audit Related - Auditor Related	Ratify Auditors	18. Renew Appointment of Grant Thornton Audit as Auditor	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	19. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
SIG Group AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Andreas Umbach as Director	Against
SIG Group AG	20-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6.3. Reelect Andreas Umbach as Board Chair	Against
SIG Group AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
L'Oreal SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Fabienne Dulac as Director	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Elect N.S. Andersen to Supervisory Board	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8b. Elect J.P. de Kreij to Supervisory Board	Against
Getlink SE	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 450,000 Shares 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
FincoBank SpA	27-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	7.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
FincoBank SpA	27-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
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
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against
Schneider Electric SE	04-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 224 Million	Against
Schneider Electric SE	04-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Against
Schneider Electric SE	04-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 19-21	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.1. Slate 1 Submitted by CDP Reti SpA	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12.2. 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
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Rational AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Symrise AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Symrise AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Supervisory Board Remuneration Policy	8. Approve Remuneration Policy for the Supervisory Board	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.3. Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.2. Elect Marco Mazzucchelli as Board Chair	Abstain
Enel SpA	10-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Compagnie Generale des Etablissements Michelin SCA	12-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Marie-Claire Daveu as Director	Against
Credit Agricole SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Xavier Musca, Vice-CEO	Against
Credit Agricole SA	17-May-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	28. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Credit Agricole SA	17-May-23	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	A. Amending Items 28 and 29 of Current Meeting to Apply a Fixed Discount on Shares	Against
AIXTRON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect Kim Schindelhauer to the Supervisory Board	Against
bioMerieux SA	23-May-23	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Chairman and CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Pierre Boulud, Vice-CEO	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against
bioMerieux SA	23-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
bioMerieux SA	23-May-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	27. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	28. Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	Against
bioMerieux SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	29. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Against
Dassault Systemes SA	24-May-23	France	G	Audit Related - Auditor Related	Ratify Auditors	5. Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Against
Dassault Systemes SA	24-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	16. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Against
Dassault Systemes SA	24-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	21. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Cellnex Telecom SA	31-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.2. Amend Remuneration Policy	Against
Cellnex Telecom SA	31-May-23	Spain	G	Director Election - Director Election	Elect Director	8.4. Ratify Appointment by Co-option of Ana Garcia Fau as Director	Against
Cellnex Telecom SA	31-May-23	Spain	G	Director Election - Director Election	Elect Director	8.9. Elect Marco Patuano as Director	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

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 Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35,000	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	23. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
Gaztransport & Technigaz SA	07-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	24. Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Against
Amadeus IT Group SA	20-Jun-23	Spain	G	Director Election - Director Election	Elect Director	6.2. Reelect William Connelly as Director	Against
Waga Energy SA	29-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with Ornalys Re: Service Agreement	Against
Waga Energy SA	29-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Transaction with Air Liquide Re: License Agreement	Against
Waga Energy SA	29-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
Waga Energy SA	29-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	21. Authorize Issuance of 723,970 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Waga Energy SA	29-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	22. Authorize Issuance of 723,970 Warrants (BSPCE) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Waga Energy SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 72,397	Against
Waga Energy SA	29-Jun-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 Item 24 and Items 11-14, 17-18 of October 8, 2021 Meeting at EUR 108,595.50	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Waga Energy SA	29-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	26. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.4e. Elect Annica Bresky as New Director	Abstain
Orsted A/S	07-Mar-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8. Ratify PricewaterhouseCoopers as Auditor	Abstain
Nordea Bank Abp	23-Mar-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Stephen Hester as Director (Chair)	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Director Election - Director Election	Elect Director	13.e. Reelect Birger Steen as Director	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Director Election - Director Election	Elect Director	13.g. Reelect Arja Talma as Director	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	17. Approve Issuance of Convertible Instruments without Preemptive Rights	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Approve Issuance of up to 30 Million Shares without Preemptive Rights	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6.1. Reelect Helge Lund as Board Chairman	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3a. Reelect Laurence Debroux as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify Deloitte as Auditor	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neste Corp.	28-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	14. Approve Remuneration of Auditors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Par Boman as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.9. Reelect Barbara M. Thoralfsson as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Election - Director Election	Elect Director	12.10. Reelect Karl Aberg as Director	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	13. Reelect Par Boman as Board Chair	Against
Svenska Cellulosa AB SCA	30-Mar-23	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Audit Related - Auditor Related	Ratify Auditors	18. Renew Appointment of Grant Thornton Audit as Auditor	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	19. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
SIG Group AG	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Andreas Umbach as Director	Against
SIG Group AG	20-Apr-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6.3. Reelect Andreas Umbach as Board Chair	Against
SIG Group AG	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
L'Oreal SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Fabienne Dulac as Director	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8. Elect N.S. Andersen to Supervisory Board	Against
ASML Holding NV	26-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	8b. Elect J.P. de Kreij to Supervisory Board	Against
Getlink SE	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 450,000 Shares for Use in Restricted Stock Plans	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

Analysis of Votes Against Management (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 without Preemptive Rights	9. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against
Schneider Electric SE	04-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 224 Million	Against
Schneider Electric SE	04-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Against
Schneider Electric SE	04-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 19-21	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	09-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12.2. Approve Second Section of the Remuneration Report	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
Symrise AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Symrise AG	10-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Supervisory Board Remuneration Policy	8. Approve Remuneration Policy for the Supervisory Board	Against
Compagnie Generale des Etablissements Michelin SCA	12-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Credit Agricole SA	17-May-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Marie-Claire Daveu as Director	Against
Credit Agricole SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Xavier Musca, Vice-CEO	Against
Credit Agricole SA	17-May-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	28. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	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

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	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
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

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	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
Dassault Systemes SA	24-May-23	France	G	Audit Related - Auditor Related	Ratify Auditors	5. Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Against
Dassault Systemes SA	24-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	16. Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Against
Dassault Systemes SA	24-May-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	17. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	20. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	21. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against
Cellnex Telecom SA	31-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.2. Amend Remuneration Policy	Against
Cellnex Telecom SA	31-May-23	Spain	G	Director Election - Director Election	Elect Director	8.4. Ratify Appointment by Co-option of Ana Garcia Fau as Director	Against
Cellnex Telecom SA	31-May-23	Spain	G	Director Election - Director Election	Elect Director	8.9. Elect Marco Patuano as Director	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
Amadeus IT Group SA	20-Jun-23	Spain	G	Director Election - Director Election	Elect Director	6.2. Reelect William Connelly as Director	Against
Waga Energy SA	29-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with Ornalys Re: Service Agreement	Against
Waga Energy SA	29-Jun-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	8. Approve Transaction with Air Liquide Re: License Agreement	Against
Waga Energy SA	29-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
Waga Energy SA	29-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	21. Authorize Issuance of 723,970 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Waga Energy SA	29-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	22. Authorize Issuance of 723,970 Warrants (BSPCE) without Preemptive Rights Reserved for Specific Beneficiaries	Against
Waga Energy SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 72,397	Against
Waga Energy SA	29-Jun-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 Item 24 and Items 11-14, 17-18 of October 8, 2021 Meeting at EUR 108,595.50	Against
Waga Energy SA	29-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	26. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID	Rejection Reason
Carl Zeiss Meditec AG	22-Mar-23	Annual	Germany	1700659	Rejected - Rejected - Late