

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): SPNOTARIAAT EQ WORLD
 Custodian Account(s): All custodian accounts
 Reporting Period: 04/01/2024 to 06/30/2024

Meeting Overview

Category	Number	Percentage
Number of votable meetings	873	
Number of meetings voted	871	99.77%
Number of meetings with at least 1 vote Against, Withhold or Abstain	632	72.39%

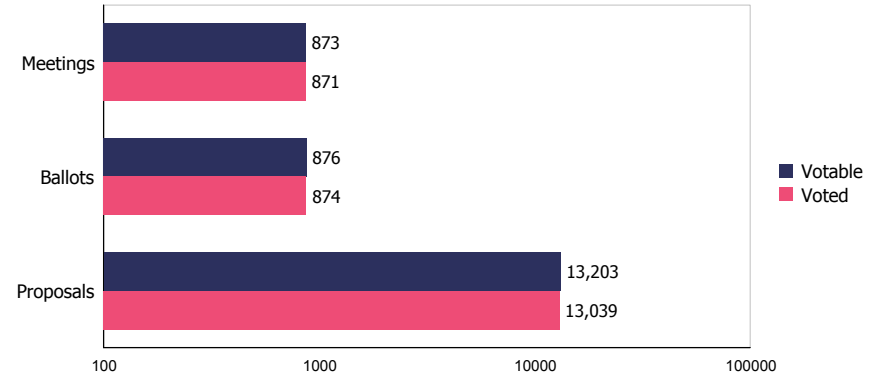
Ballot Overview

Category	Number	Percentage
Number of votable ballots	876	
Number of ballots voted	874	99.77%

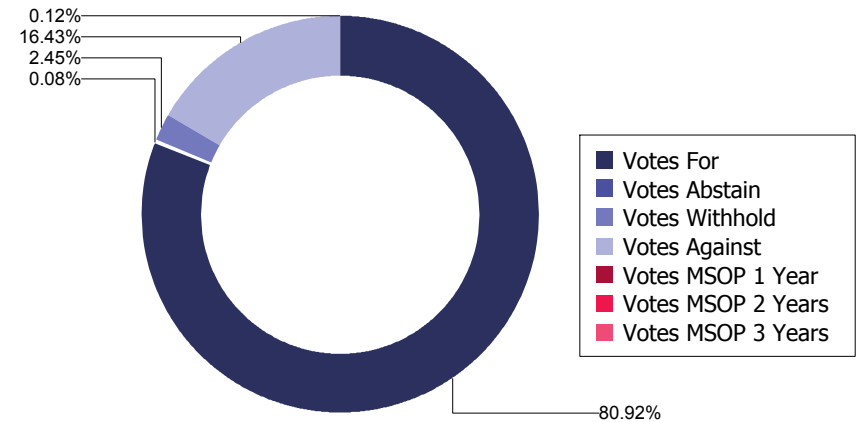
Proposal Overview

Category	Number	Percentage
Number of votable items	13,203	
Number of items voted	13,039	98.76%
Number of votes FOR	10,551	80.92%
Number of votes AGAINST	2,142	16.43%
Number of votes ABSTAIN	11	0.08%
Number of votes WITHHOLD	319	2.45%
Number of votes on MSOP Frequency 1 Year	16	0.12%
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	13,039	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	10,452	80.16%
Number of votes Against Mgmt	2,587	19.84%
Number of votes on MSOP (exclude frequency)	788	6.04%
Number of votes on Shareholder Proposals	528	4.05%

Voting Statistics



Vote Cast Statistics

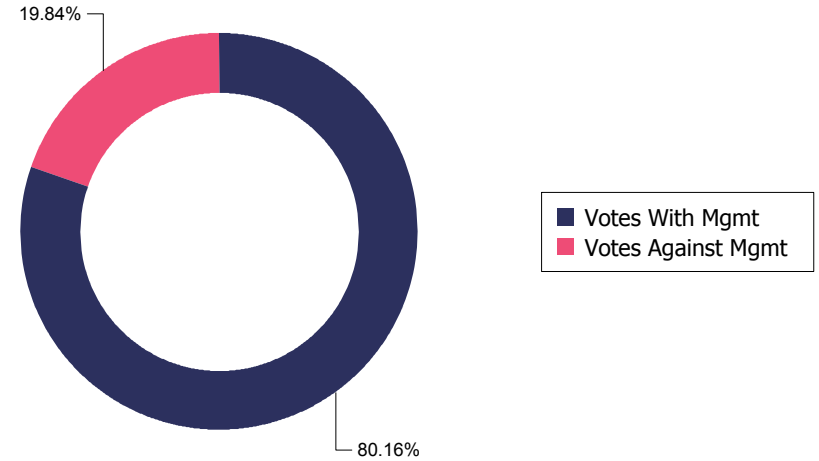


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

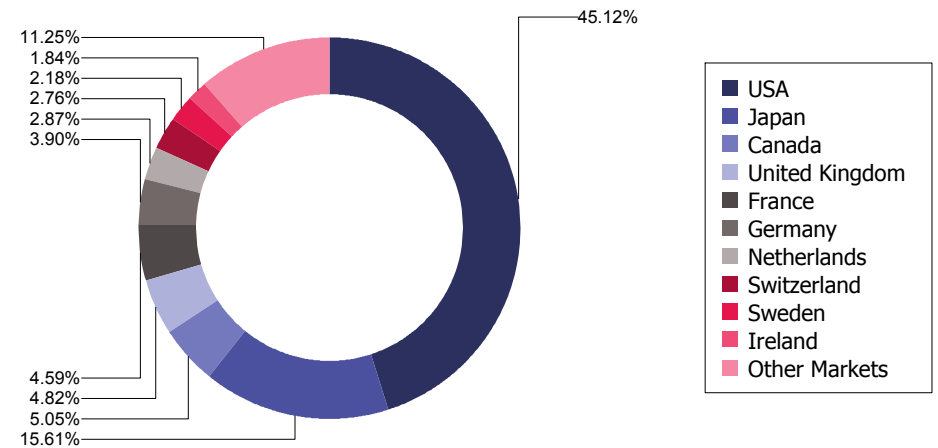
Vote Alignment with Management



Market Breakdown

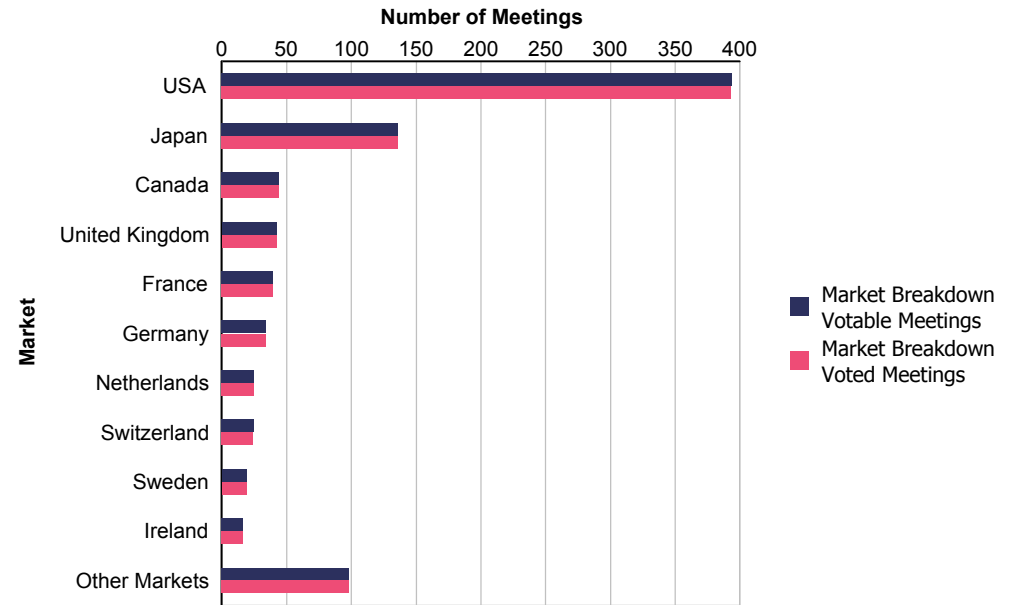
Market	Votable Meetings	Voted Meetings	Percentage
USA	394	393	99.75%
Japan	136	136	100.00%
Canada	44	44	100.00%
United Kingdom	42	42	100.00%
France	40	40	100.00%
Germany	34	34	100.00%
Netherlands	25	25	100.00%
Switzerland	25	24	96.00%
Sweden	19	19	100.00%
Ireland	16	16	100.00%
Italy	15	15	100.00%
Belgium	13	13	100.00%
Hong Kong	10	10	100.00%
Spain	8	8	100.00%
Cayman Islands	7	7	100.00%
Singapore	7	7	100.00%
Norway	6	6	100.00%
Australia	4	4	100.00%
Bermuda	4	4	100.00%
Denmark	4	4	100.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Finland	4	4	100.00%
Israel	4	4	100.00%
Jersey	3	3	100.00%
Austria	2	2	100.00%
Luxembourg	2	2	100.00%
Portugal	2	2	100.00%
Isle of Man	1	1	100.00%
Liberia	1	1	100.00%
Panama	1	1	100.00%



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.2. Elect Management Nominee Director Maria Elena Lagomasino	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Craig Hatkoff	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jessica Schell	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.3. Elect Dissident Nominee Director Leah Solivan	Withhold
The Walt Disney Company	03-Apr-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
The Walt Disney Company	03-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Gender-Based Compensation and Benefits Inequities	Against
The Walt Disney Company	03-Apr-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Charitable Contributions	Against
The Walt Disney Company	03-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	10. Advisory Vote on Board Size and Related Vacancies	Against
FirstService Corporation	03-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Steve H. Grimshaw	Withhold
FirstService Corporation	03-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Frederick F. Reichheld	Withhold
FirstService Corporation	03-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1H. Elect Director Erin J. Wallace	Withhold
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors SEK 4.6 Million for Chairman and SEK 1.2 Million for Other Directors, Approve Remuneration for Committee Work	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.8. Reelect Jacob Wallenberg as Director	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.10. Elect Karl Aberg as New Director	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12. Reelect Jan Carlson as Board Chairman	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.1. Approve Long-Term Variable Compensation Program 2024 (LTV 2024)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.2. Approve Equity Plan Financing LTV 2024	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV 2024, if Item 16.2 is Not Approved	Against
Canadian Imperial Bank of Commerce	04-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. SP 1: Issue Report Disclosing Exposure on the Oil and Gas Sector	Against
Scentre Group	04-Apr-24	Australia	G	Director Election - Director Election	Elect Director	3. Elect Guy Russo as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Dominic Barton as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Simon Henry as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Kaisa Hietala as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Sam Laidlaw as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Jennifer Nason as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	17. Re-elect Ngaire Woods as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	18. Re-elect Ben Wyatt as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.H. Reelect Antonio Sarmiento Gomes Mota as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.I. Reelect Rosa Maria Garcia Garcia as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.J. Reelect Jose Manuel Felix Morgado as Director	Against
UPM-Kymmene Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	2. Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Against
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	7. Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	9. Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Against
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	12. Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Against
A. O. Smith Corporation	09-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Victoria M. Holt	Withhold
A. O. Smith Corporation	09-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ilham Kadri	Withhold
The Bank of New York Mellon Corporation	09-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nora A. Aufreiter	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Scott B. Bonham	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel (Don) H. Callahan	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael D. Penner	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Aaron W. Regent	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Calin Rovinescu	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director Benita M. Warmbold	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. SP 1: Report on Impact of Oil and Gas Divestment	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.a. Reelect Ahmed Al Umar as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Guenter von Au as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.h. Reelect Peter Steiner as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.j. Reelect Susanne Wamsler as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Guenter von Au as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Clariant AG	09-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	6.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Clariant AG	09-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	6.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
ROCKWOOL A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
ROCKWOOL A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	7.4. Reelect Carsten Kahler as Director	Abstain
ROCKWOOL A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	7.5. Reelect Thomas Kahler (Chair) as Director	Abstain
ROCKWOOL A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	7.6. Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	Abstain
ROCKWOOL A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.b. Approve Remuneration Policy	Against
Synopsys, Inc.	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeannine P. Sargent	Against
EDP-Energias de Portugal SA	10-Apr-24	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ann M. Livermore	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Charles H. Noski	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary M. Reiner	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Patricia F. Russo	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Teri P. McClure	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stuart Miller	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Armando Olivera	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey Sonnenfeld	Against
Lennar Corporation	10-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Telia Co. AB	10-Apr-24	Sweden	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	9.b.2. Approve Record Date for Dividend Payment Proposal by Shareholder	Against
Zurich Insurance Group AG	10-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Gunn	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Karen L. Jurjevich	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Timothy R. Price	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Brandon W. Sweitzer	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director William C. Weldon	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mirko Bibic	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrew A. Chisholm	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Cynthia Devine	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Roberta L. Jamieson	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Maryann Turcke	Withhold
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	2. SP 2: Report on Impact of Oil and Gas Divestment	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Richard Campbell-Breeden as Director	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Kathryn Shih as Director	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.3. Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.4. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Adecco Group AG	11-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Isracard Ltd.	11-Apr-24	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	8. Elect Shachar Oshri as Director	Abstain
Isracard Ltd.	11-Apr-24	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	10. Elect Yael Shaham as Director	Abstain
Isracard Ltd.	11-Apr-24	Israel	G	No Research - No Recommendations Provided	Indicate Personal Interest in Proposed Agenda Item	A. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
Isracard Ltd.	11-Apr-24	Israel	G	No Research - No Recommendations Provided	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B1. If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Isracard Ltd.	11-Apr-24	Israel	G	No Research - No Recommendations Provided	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B2. If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Isracard Ltd.	11-Apr-24	Israel	G	No Research - No Recommendations Provided	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	B3. If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Marco Gadola as Director	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
UniCredit SpA	12-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Elisa Oyj	12-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Elisa Oyj	12-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Elisa Oyj	12-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Christoph Vitzthum as New Director	Against
Swiss Re AG	12-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
IQVIA Holdings Inc.	16-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janice M. Babiak	Withhold
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Craig W. Broderick	Withhold
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Lorraine Mitchelmore	Withhold
Bank of Montreal	16-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. SP 4: Report on Impact of Oil and Gas Divestment	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Therese Esperdy	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vincent A. Forlenza	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathryn M. Hill	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lloyd W. Howell, Jr.	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jose M. Minaya	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leslie F. Seidman	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Zig Serafin	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Bruce Van Saun	Against
Northern Trust Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Walker Bynoe	Against
Northern Trust Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay L. Henderson	Against
Northern Trust Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Charles A. Tribbett, III	Against
M&T Bank Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert T. Brady	Against
M&T Bank Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Carlton J. Charles	Against
M&T Bank Corporation	16-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly J. Harris	Against
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Roland A. Hernandez	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. McKenney	Against
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Scott W. Wine	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas K. Akins	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director B. Evan Bayh, III	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jorge L. Benitez	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Katherine B. Blackburn	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Thomas H. Harvey	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1p. Elect Director Marsha C. Williams	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Amy Banse	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frank Calderoni	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kathleen Oberg	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Daniel Rosensweig	Against
Adobe Inc.	17-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Adobe Inc.	17-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.c. Reelect Piero Ferrari as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.f. Reelect Eduardo H. Cue as Non-Executive Director	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Crosswhite	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joia M. Johnson	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ruth Ann Marshall	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James T. Prokopanko	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lee J. Styslinger, III	Against
Regions Financial Corporation	17-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fetting	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Matthew Thornton, III	Against
Huntington Bancshares Incorporated	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Katherine M. A. (Allie) Kline	Against
Huntington Bancshares Incorporated	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Richard W. Neu	Against
Huntington Bancshares Incorporated	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director David L. Porteous	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Thomas Bachmann as Director	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Werner Karlen as Director	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Against
Geberit AG	17-Apr-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Geberit AG	17-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles M. Holley, Jr.	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael M. McNamara	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Virginia M. Wilson	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Beth A. Wozniak	Against
Carrier Global Corporation	18-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward F. Lonergan	Against
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Maryann T. Mannen	Against
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suzanne P. Nimocks	Against
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John D. Williams	Against
The Toronto-Dominion Bank	18-Apr-24	Canada	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	8. SP 3: Introduce Incentive Compensation for All Employees Against ESG Objectives	Against
The Toronto-Dominion Bank	18-Apr-24	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	11. SP 6: Report on Impact of Oil and Gas Divestment	Against
The Toronto-Dominion Bank	18-Apr-24	Canada	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	12. SP 7: Report on All Out-of-Court Settlements	Against
The Toronto-Dominion Bank	18-Apr-24	Canada	G	Director Related - Board Related	Establish Other Governance Board Committee	13. SP 8: Establish an All Out-of-Court Settlements Committee	Against
The Toronto-Dominion Bank	18-Apr-24	Canada	S	Social - Human Capital Management	Income Inequality	14. SP 9: Provide All Employees the Same Amount of Benefit Credits	Against
Genting Singapore Limited	18-Apr-24	Singapore	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5(b). Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Against
Orkla ASA	18-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Statement (Advisory Vote)	Against
Orkla ASA	18-Apr-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	5.1. Authorize Repurchase of Shares for Use in Employee Incentive Programs	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.3. Elect Roland Busch to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.6. Elect Peer Schatz to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.7. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Peter Koerte to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Wolfgang Herz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Frederic Pflanz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Reinhard Poellath to the Supervisory Board	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Elect Alexandre Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Elect Frederic Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Javed Ahmed	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stephen J. Hagge	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jesus Madrazo Yris	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anne P. Noonan	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Celso L. White	Against
PPG Industries, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael W. Lamach	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David T. Feinberg	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
Humana Inc.	18-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prysmian SpA	18-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.1. Reelect Tom Johnstone as Director	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.3. Reelect Katarina Martinson as Director	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.5. Reelect Daniel Nodhall as Director	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.6. Reelect Lars Pettersson as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Husqvarna AB	18-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11b. Reelect Tom Johnstone as Board Chair	Against
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Yvon Charest	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patricia Curadeau-Grou	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Karen Kinsley	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Robert Pare	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Macky Tall	Withhold
Recordati SpA	22-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.a. Approve Remuneration Policy	Against
Recordati SpA	22-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Second Section of the Remuneration Report	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Simone Bagel-Trah to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Lutz Bunnenberg to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Benedikt-Richard Freiherr von Herman to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Barbara Kux to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Anja Langenbucher to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Paul Achleitner to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Simone Bagel-Trah to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Kaspar von Braun to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Christoph Kneip to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Thomas Manchot to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Konstantin von Unger to the Shareholders' Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HP Inc.	22-Apr-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
ING Groep NV	22-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7A. Reelect Juan Colombas to Supervisory Board	Against
ING Groep NV	22-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7B. Reelect Herman Hulst to Supervisory Board	Against
ING Groep NV	22-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7C. Reelect Harold Naus to Supervisory Board	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Johan Bygge as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.c. Reelect Cecilia Daun Wennborg as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Dan Frohm as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Johan Malmquist as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.g. Reelect Malin Persson as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.i. Reelect Johan Malmquist as Board Chair	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gayla J. Delly	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eddy W. Hartenstein	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Check Kian Low	Against
Broadcom Inc.	22-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Revvity, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barrett	Against
Revvity, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michel Vounatsos	Against
Revvity, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Frank Witney	Against
Revvity, Inc.	23-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Revvity, Inc.	23-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric L. Zinterhofer	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director W. Lance Conn	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory B. Maffei	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director John D. Markley, Jr.	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James E. Meyer	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Steven A. Miron	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Michael A. Newhouse	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mauricio Ramos	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
American Electric Power Company, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sandra Beach Lin	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert F. Friel	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah L. V. Keller	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Douglas A. Michels	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paolo Pucci	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Robert Noel as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Humphrey Singer as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Irene Dorner as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lord Jitesh Gadhia as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Scilla Grimble as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Mark Castle as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Clodagh Moriarty as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Patrick Flynn as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Stuart Lewis as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mark Seligman as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Lena Wilson as Director	Against
Telecom Italia SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.b. Slate 2 Submitted by Merlyn Partners SCSp	Against
Telecom Italia SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.c. Slate 3 Submitted by Associati ASATI	Against
Telecom Italia SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.d. Slate 4 Submitted by Bluebell Capital Partners Limited	Against
Telecom Italia SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.b. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Agnes Bundy Scanlan	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Dallas S. Clement	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Charles A. Patton	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Thomas E. Skains	Against
Truist Financial Corporation	23-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Boliden AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	16.g. Reelect Karl-Henrik Sundstrom as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Boliden AB	23-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	16.i. Reelect Karl-Henrik Sundstrom as Board Chairman	Against
Rollins, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director P. Russell Hardin	Withhold
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Olivier Eugene as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	D. Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	E. Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7.1. Slate Submitted by Central Tower Holding Company BV	Against
Infrastrutture Wireless Italiane SpA	23-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	7.2. Slate Submitted by Daphne 3 SpA	Against
Bio-Rad Laboratories, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Melinda Litherland	Against
Bio-Rad Laboratories, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Arnold A. Pinkston	Against
Entegris, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rodney Clark	Against
Entegris, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James P. Lederer	Against
Entegris, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Azita Saleki-Gerhardt	Against
Entegris, Inc.	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory H. Boyce	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce R. Brook	Withhold
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jane Nelson	Withhold
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Julio M. Quintana	Withhold
Aptiv PLC	24-Apr-24	Jersey	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
BorgWarner Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Sara A. Greenstein	Against
BorgWarner Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Shaun E. McAlmont	Against
BorgWarner Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Hau N. Thai-Tang	Against
BorgWarner Inc.	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	E	Environmental - Climate	Reporting on Climate Transition Plan	3. Management Advisory Vote on Climate Change	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	G	Director Election - Director Election	Elect Director	4.1. Elect Director John Baird	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	G	Director Election - Director Election	Elect Director	4.9. Elect Director Jane L. Peverett	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	G	Director Election - Director Election	Elect Director	4.10. Elect Director Andrea Robertson	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Gregory R. Page	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerald B. Smith	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Dorothy C. Thompson	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Darryl L. Wilson	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Denise R. Singleton	Against
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Simon M. Lorne	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Wesley W. von Schack	Against
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sharon L. Allen	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda P. Hudson	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Clayton S. Rose	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Michael D. White	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Thomas D. Woods	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Maria T. Zuber	Against
Bank of America Corporation	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	24-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Bank of America Corporation	24-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Entain Plc	24-Apr-24	Isle of Man	G	Director Election - Director Election	Elect Director	5. Re-elect Barry Gibson as Director	Against
Entain Plc	24-Apr-24	Isle of Man	G	Director Election - Director Election	Elect Director	8. Re-elect Virginia McDowell as Director	Against
Entain Plc	24-Apr-24	Isle of Man	G	Director Election - Director Election	Elect Director	10. Re-elect Rahul Welde as Director	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve 2024 Performance Shares Plan	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Katherine D. Jaspon	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Beatriz R. Perez	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director E. Scott Santi	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Susan Slavik Williams	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Lucas E. Watson	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Steven A. White	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William J. DeLaney	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elder Granger	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark B. McClellan	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Donna F. Zarcone	Against
The Cigna Group	24-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
UBS Group AG	24-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGesio	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher J. Williams	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brian T. Shea	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.a. Reelect Michele Burns as Independent Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.b. Reelect Paul Cornet de Ways Ruart as Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.c. Reelect Gregoire de Spoelberch as Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.d. Reelect Paulo Lemann as Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.e. Reelect Alexandre Van Damme as Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.f. Reelect Martin J. Barrington as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.g. Reelect Salvatore Mancuso as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.h. Reelect Alejandro Santo Domingo as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	A.9. Approve Remuneration Report	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Lloyd Pitchford as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Stephan Nanninga as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Vin Murria as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Pam Kirby as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Jacky Simmonds as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Ulrika Dellby as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Erik Gabrielson as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.g. Reelect Axel Wachtmeister as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Carl Bennet as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marjorie Rodgers Cheshire	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrew T. Feldstein	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard J. Harshman	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Hesse	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Renu Khator	Against
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6A. Re-elect Sir Douglas Flint as Director	Against
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6B. Re-elect Jonathan Asquith as Director	Against
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6D. Re-elect John Devine as Director	Against
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6E. Re-elect Hannah Grove as Director	Against
Assa Abloy AB	24-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Against
Assa Abloy AB	24-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a2. Reelect Johan Forssell as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a4. Reelect Anna Ohlsson-Leijon as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against
Amplifon SpA	24-Apr-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1.1. Slate 1 Submitted by Ampliter Srl	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amplifon SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Amplifon SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Healthpeak Properties, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Katherine M. Sandstrom	Against
Healthpeak Properties, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sara G. Lewis	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Todd M. Bluedorn	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Pamela H. Patsley	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert E. Sanchez	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William P. Hankowsky	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Edward J. Kelly, III	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Terrance J. Lillis	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Marita Zuraitis	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Edison International	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director F. Thaddeus Arroyo	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joia M. Johnson	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ruth Ann Marshall	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Connie D. McDaniel	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Turner	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Global Payments Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Global Payments Inc.	25-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
NRG Energy, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Matthew Carter, Jr.	Against
NRG Energy, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Heather Cox	Against
NRG Energy, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Elisabeth B. Donohue	Against
NRG Energy, Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Desmond-Hellmann	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Echevarria	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Helen H. Hobbs	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Dan R. Littman	Against
Pfizer Inc.	25-Apr-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Corporate Contributions	Against
RELX Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Paul Walker as Director	Against
RELX Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Robert MacLeod as Director	Against
RELX Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Suzanne Wood as Director	Against
Domino's Pizza, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew B. Balson	Withhold
Domino's Pizza, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diana F. Cantor	Withhold
Domino's Pizza, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Patricia E. Lopez	Withhold
Domino's Pizza, Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen L. Eastman	Against
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rita J. Heise	Against
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Hsenghung Sam Hsu	Against
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel L. Johnson	Against
Globe Life Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Francesca M. Edwardson	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sharilyn S. Gasaway	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thad (John B., III) Hill	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Persio Lisboa	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James L. Robo	Against
Johnson & Johnson	25-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Gender-Based Compensation and Benefits Inequities	Against
Muenchener Rueckversicherungs-Gesellschaft AG	25-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Nikolaus von Bomhard to the Supervisory Board	Against
Snap-on Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against
Snap-on Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Henry W. Knueppel	Against
Snap-on Incorporated	25-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
The AES Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Teresa M. Sebastian	Against
The AES Corporation	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Dominic Blakemore as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Martin Brand as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kathleen DeRose as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tsega Gebreyes as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Scott Guthrie as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Cressida Hogg as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Val Rahmani as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Don Robert as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect William Vereker as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1a. Re-elect Richie Boucher as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1f. Re-elect Badar Khan as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Re-elect Lamar McKay as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1j. Re-elect Gillian Platt as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1k. Re-elect Mary Rhinehart as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1l. Re-elect Siobhan Talbot as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Roger Devlin as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Nigel Mills as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Annemarie Durbin as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrew Wyllie as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Shirine Khoury-Haq as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Dame Elizabeth Corley as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Ian King as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Rakhi Goss-Custard as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deborah Waterhouse as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Matthew Westerman as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Claire Fitzalan Howard as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Leonie Schroder as Director	Against
TFI International Inc.	25-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Leslie Abi-Karam	Against
TFI International Inc.	25-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Berard	Against
TFI International Inc.	25-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Neil Donald Manning	Against
Akzo Nobel NV	25-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6d. Reelect B.E. Grote to Supervisory Board	Against
HCA Healthcare, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert J. Dennis	Against
HCA Healthcare, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nancy-Ann DeParle	Against
HCA Healthcare, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Wayne J. Riley	Against
Sampo Oyj	25-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Against
Avery Dennison Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bradley A. Alford	Against
Avery Dennison Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patrick T. Siewert	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Avery Dennison Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William R. Wagner	Against
Kering SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Transaction with Maureen Chiquet, Director	Against
Kering SA	25-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Against
Bouygues SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO and Vice-CEOs	Against
Bouygues SA	25-Apr-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	25-Apr-24	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Heineken Holding NV	25-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	9. Reelect J.F.M.L. van Boxmeer as Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	11. Reelect Gilles Martin as Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	12. Reelect Yves-Loic Martin as Non-Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Against
Umicore SA	25-Apr-24	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.1. Reelect Thomas Leysen as Member of the Supervisory Board	Against
Umicore SA	25-Apr-24	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.2. Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Umicore SA	25-Apr-24	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.3. Reelect Mark Garrett as an Independent Member of the Supervisory Board	Against
Abbott Laboratories	26-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kingspan Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenberg as Director	Against
Kingspan Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	3g. Re-elect Anne Heraty as Director	Against
SITC International Holdings Company Limited	26-Apr-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
SITC International Holdings Company Limited	26-Apr-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
SITC International Holdings Company Limited	26-Apr-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Adopt Share Scheme and Terminate Existing Share Award Scheme	Against
Stanley Black & Decker, Inc.	26-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
A.P. Moller-Maersk A/S	26-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	B.2. Elect Robert M. Ugglas as Director	Abstain
A.P. Moller-Maersk A/S	26-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	E. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board for Svitzer Group	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.4. Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.8. Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Against
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Brent B. Bickett	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deborah A. Farrington	Against
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda P. Mantia	Against
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ganesh B. Rao	Against
Hang Lung Properties Limited	26-Apr-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Hang Lung Properties Limited	26-Apr-24	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5a. Re-elect Irial Finan as Director	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5d. Re-elect Anne Anderson as Director	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5e. Re-elect Frits Beurskens as Director	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5h. Re-elect Kaisa Hietala as Director	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect James Lawrence as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Thomas von Planta as Director and Board Chair	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Christoph Maeder as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Markus Neuhaus as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Christoph Maeder as Member of the Compensation Committee	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Pearson Plc	26-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sherry Coutu as Director	Against
Pearson Plc	26-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Agnico Eagle Mines Limited	26-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Peter Grosskopf	Withhold
Agnico Eagle Mines Limited	26-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey Parr	Withhold
Agnico Eagle Mines Limited	26-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Jamie C. Sokalsky	Withhold
Kellanova	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Zack Gund	Against
Kellanova	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Donald Knauss	Against
Kellanova	26-Apr-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	8. Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against
Graco Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Archie C. Black	Against
Graco Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brett C. Carter	Against
Graco Inc.	26-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Evolution AB	26-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of EUR 400,000 to Chairman and EUR 100,000 for Other Directors	Against
Evolution AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Joel Citron as Director	Against
Evolution AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Ian Livingstone as Director	Against
Genuine Parts Company	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold
Genuine Parts Company	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Vivendi SE	29-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
Paycom Software, Inc.	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Felicia Williams	Against
Paycom Software, Inc.	29-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DNB Bank ASA	29-Apr-24	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	14. Eliminate Equity Investment Programmes for Employees, Abstain from Financing Wind Power Projects and Purchase of Electric Vehicle, Approve Monthly Payout of Accrued Interest, Approve Bitcoin exchange to cash	Against
Sandvik Aktiebolag	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.4. Reelect Johan Molin as Director	Against
Sandvik Aktiebolag	29-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Johan Molin as Board Chair	Against
Sandvik Aktiebolag	29-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Ola Rollen as Director	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Marta Schorling Andreen as Director	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Sofia Schorling Hogberg as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Gun Nilsson as Director	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.10. Reelect Ola Rollen as Board Chair	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John C. Dugan	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter B. Henry	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gary M. Reiner	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Diana L. Taylor	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Casper W. von Koskull	Against
Citigroup Inc.	30-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Citigroup Inc.	30-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Citigroup Inc.	30-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	9. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Constellation Energy Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bradley M. Halverson	Withhold
Constellation Energy Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles L. Harrington	Withhold
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Philip Calian	Withhold
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Contis	Withhold
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Constance Freedman	Withhold
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Exelon Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John Young	Against
Hermes International SCA	30-Apr-24	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

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	30-Apr-24	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	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-24	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	30-Apr-24	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	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Reelect Blaise Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Sandoz Group AG	30-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
VICI Properties Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Diana F. Cantor	Against
VICI Properties Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elizabeth I. Holland	Against
VICI Properties Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael D. Rumbolz	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	11. Elect Francesco Milleri as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dame Alison J. Carnwath	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roderick C. McGeary	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Gregory M. E. Spierkel	Against
PACCAR Inc	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Ingrid Hengster as Supervisory Board Member	Against
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Eva Eberhartinger as Supervisory Board Member	Against
Anglo American Plc	30-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ian Ashby as Director	Against
International Business Machines Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Alfred W. Zollar	Against
International Business Machines Corporation	30-Apr-24	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
Amplifon SpA	30-Apr-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	1. Amend Company Bylaws Re: Article 13	Against
Amplifon SpA	30-Apr-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Company Bylaws Re: Article 10	Against
Amplifon SpA	30-Apr-24	Italy	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Capital Increase and Convertible Bond Issuance Without Preemptive Rights	Against
Amplifon SpA	30-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend Company Bylaws	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Eduardo E. Cordeiro	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carol Anthony ("John") Davidson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathy L. Fortmann	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director C. Scott Greer	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Margareth Ovrum	Against
FMC Corporation	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oversea-Chinese Banking Corporation Limited	30-Apr-24	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Against
Air Liquide SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Monica de Virgiliis as Director	Against
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Reelect Clarissa Lins as Director	Against
Novonosis AS Novozymes AS	30-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Novonosis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	Abstain
Novonosis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Heine Dalsgaard as Director	Abstain
Novonosis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.c. Reelect Kasim Kutay as Director	Abstain
Novonosis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.g. Reelect Kim Stratton as Director	Abstain
Carlisle Companies Incorporated	01-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Maia A. Hansen	Against
Carlisle Companies Incorporated	01-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bryce Blair	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kristin A. Campbell	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Karin M. Klein	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter D. Linneman	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director David P. O'Connor	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Alvera	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephanie C. Hill	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Rebecca Jacoby	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Richard E. Thornburgh	Against
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Victor E. Bell, III	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director H. Lee Durham, Jr.	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Robert E. Mason, IV	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert T. Newcomb	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	4. Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	Against
Pool Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James "Jim" D. Hope	Against
Pool Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Carlos A. Sabater	Against
Pool Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David G. Whalen	Against
Vistra Corp.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hilary E. Ackermann	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kathryn J. Boor	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Roger W. Ferguson, Jr.	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christina Gold	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kevin O'Byrne	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dawn C. Willoughby	Against
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alexis M. Herman	Against
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jan G. Swartz	Against
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Daniel J. Taylor	Against
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ben Winston	Against
MGM Resorts International	01-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
MGM Resorts International	01-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Molina Healthcare, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven J. Orlando	Against
Molina Healthcare, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ronna E. Romney	Against
Molina Healthcare, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dale B. Wolf	Against
Molina Healthcare, Inc.	01-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect John Bryant as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2b. Re-elect Nancy Dubuc as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2d. Re-elect Alfred Hurley Jr as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2f. Re-elect Holly Koeppel as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2g. Re-elect Carolan Lennon as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Smith & Nephew plc	01-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Rupert Soames as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Marc Owen as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Angie Risley as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Approve Restricted Share Plan	Against
Boston Scientific Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Edward J. Ludwig	Against
Boston Scientific Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John E. Sununu	Against
Boston Scientific Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ellen M. Zane	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark L. Feidler	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert D. Marcus	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Melissa D. Smith	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Audrey Boone Tillman	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	02-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	5. Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard H. Fearon	Withhold
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stephen J. Hagge	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James H. Miller	Withhold
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Caesar F. Sweitzer	Withhold
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	10. Elect Dominic Barton as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	12. Elect Simon Henry as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	13. Elect Kaisa Hietala as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	14. Elect Sam Laidlaw as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	15. Elect Jennifer Nason as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	17. Elect Ngaire Woods as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	18. Elect Ben Wyatt as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect James Pettigrew as Director	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ann Fritz Hackett	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Francois Locoh-Donou	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Peter E. Raskind	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mayo A. Shattuck, III	Against
Capital One Financial Corporation	02-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Civil Rights and Non-Discrimination Audit	Against
Capital One Financial Corporation	02-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Adopt Director Election Resignation Bylaw	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.2. Reelect Sonja De Becker as Director	Against
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.3. Reelect Liesbet Okkerse as Director	Against
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.4. Reelect Erik Clinck as Director	Against
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.5. Reelect Theodoros Roussis as Director	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter J. Blake	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey S. Chisholm	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Cathryn E. Cranston	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Katherine A. Rethy	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect George Culmer as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrea Blance as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Mike Craston as Director (WITHDRAWN)	Abstain
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Patrick Flynn as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Shonaid Jemmett-Page as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Mohit Joshi as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Pippa Lambert as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Jim McConville as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	17. Re-elect Michael Mire as Director	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Marcel R. Coutu	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Andre Desmarais	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Paul Desmarais, Jr.	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Susan J. McArthur	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director R. Jeffrey Orr	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.16. Elect Director T. Timothy Ryan	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.19. Elect Director Brian E. Walsh	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel Debow	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director William A. Downe	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director M. Marianne Harris	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Claudia Kotchka	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Sarah Raiss	Against
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John T. Cahill	Against
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lori Dickerson Fouche	Against
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alicia Knapp	Against
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John C. Pope	Against
The Kraft Heinz Company	02-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Risks Arising From Voluntary Carbon-Reduction Commitments	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bradlen S. Cashaw	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bradley C. Irwin	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan G. Saideman	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ravichandra K. Saligram	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Janet S. Vergis	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Laurie J. Yoler	Against
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert F. Cummings, Jr.	Against
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger W. Ferguson, Jr.	Against
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kevin J. Martin	Against
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Hansel E. Tookes, II	Against
Corning Incorporated	02-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TransUnion	02-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Russell P. Fradin	Against
TransUnion	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Pamela A. Joseph	Against
TransUnion	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas L. Monahan, III	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Takeover Related - Takeover - Restricting	Eliminate/Restrict Right to Act by Written Consent	4. Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement to Shareholder Vote	Against
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4c. Re-elect Emer Gilvarry as Director	Against
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4d. Re-elect Michael Kerr as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4f. Re-elect Tom Moran as Director	Against
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4g. Re-elect Christopher Rogers as Director	Against
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Andrew Bonfield as Director	Against
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir Jeremy Darroch as Director	Against
Groupe Bruxelles Lambert SA	02-May-24	Belgium	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
Groupe Bruxelles Lambert SA	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	5.1. Reelect Ian Gallienne as Director	Against
Groupe Bruxelles Lambert SA	02-May-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Azrieli Group Ltd.	02-May-24	Israel	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	1. Approve One-Time Special Grant to Eyal Chenkin, CEO	Against
Azrieli Group Ltd.	02-May-24	Israel	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Updated Compensation Policy for the Directors and Officers of the Company	Against
Azrieli Group Ltd.	02-May-24	Israel	G	Director Election - Director Election	Elect Director	6. Elect Irit Sekler-Pilosof as Director	Against
Azrieli Group Ltd.	02-May-24	Israel	G	No Research - No Recommendations Provided	Indicate Personal Interest in Proposed Agenda Item	A. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
Azrieli Group Ltd.	02-May-24	Israel	G	No Research - No Recommendations Provided	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B1. If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Azrieli Group Ltd.	02-May-24	Israel	G	No Research - No Recommendations Provided	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B2. If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Azrieli Group Ltd.	02-May-24	Israel	G	No Research - No Recommendations Provided	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	B3. If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan Crown	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Darrell L. Ford	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James W. Griffith	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Pamela B. Strobel	Against
AbbVie Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Rebecca B. Roberts	Against
AbbVie Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Glenn F. Tilton	Against
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Deborah L. DeHaas	Against
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director H. John Gilbertson, Jr.	Against
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kristiane C. Graham	Against
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael F. Johnston	Against
Dover Corporation	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Klepierre SA	03-May-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect David Simon as Supervisory Board Member	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Svein Brandtzaeg as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Sue Clark as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Anke Groth as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Saki Macozoma as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Dominique Reiniche as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Dame Angela Strank as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Philip Yea as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Stephen Young as Director	Against
HSBC Holdings Plc	03-May-24	United Kingdom	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	17. Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	Against
Teleflex Incorporated	03-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stephen K. Klasko	Against
Teleflex Incorporated	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stuart A. Randle	Against
Teleflex Incorporated	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robin A. Abrams	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director D. Jeffrey Richardson	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Elizabeth Schwarting	Against
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2b. Elect Director Nicolas Darveau-Garneau	Withhold
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2e. Elect Director William Linton	Withhold
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2f. Elect Director Audrey Mascarenhas	Withhold
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2h. Elect Director Monique Mercier	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CNH Industrial NV	03-May-24	Netherlands	G	Director Election - Director Election	Elect Director	1.a. Reelect Suzanne Heywood as Executive Director	Against
CNH Industrial NV	03-May-24	Netherlands	G	Director Election - Director Election	Elect Director	1.g. Reelect Alessandro Nasi as Non-Executive Director	Against
CNH Industrial NV	03-May-24	Netherlands	G	Director Election - Director Election	Elect Director	1.h. Reelect Vagn Sorensen as Non-Executive Director	Against
CNH Industrial NV	03-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.a. Approve Remuneration Policy	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	9b2.2. Approve May 7, 2024 as Record Date for Dividend Payment	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Anders Dahlvig as Director	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Karl-Johan Persson as Director	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.6. Reelect Christian Sievert as Director	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.9. Reelect Karl-Johan Persson as Board Chair	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.a. Reelect Sten Duner (Chair) as Director	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.b. Reelect Erik Selin as Director	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.d. Reelect Anders Wennergren as Director	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Linda W. Clement-Holmes	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dirk J. Debbink	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jill P. Meyer	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gretchen W. Schar	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Douglas S. Skidmore	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	Against
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robert Langer	Against
Moderna, Inc.	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ronald Sugar	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ursula Burns	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert Eckert	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Wan Ling Martello	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David I. Trujillo	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Walter J. Clayton, III	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore J. Leonsis	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Deborah P. Majoras	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Daniel L. Vasella	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	11. Elect Director Christopher D. Young	Against
American Express Company	06-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Company's Policy on Merchant Category Codes	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Herbert Haas to the Supervisory Board	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Torsten Leue to the Supervisory Board	Against
PulteGroup, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bryce Blair	Against
PulteGroup, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Cheryl W. Grise	Against
PulteGroup, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Scott F. Powers	Against
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director M. Diane Koken	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Juan R. Perez	Withhold
IDEXX Laboratories, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bruce L. Claflin	Against
IDEXX Laboratories, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Asha S. Collins	Against
Albemarle Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Glenda J. Minor	Against
Albemarle Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James J. O'Brien	Against
Albemarle Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Alejandro D. Wolff	Against
Albemarle Corporation	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Expeditors International of Washington, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mark A. Emmert	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Expeditors International of Washington, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diane H. Gulyas	Against
Expeditors International of Washington, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Liane J. Pelletier	Against
Fortune Brands Innovations, Inc.	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
T. Rowe Price Group, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eileen P. Rominger	Against
T. Rowe Price Group, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert J. Stevens	Against
T. Rowe Price Group, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alan D. Wilson	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Franklin W. Hobbs	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mayree C. Clark	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kim S. Fennebresque	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Marjorie Magner	Against
Arthur J. Gallagher & Co.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sherry Barrat	Against
Arthur J. Gallagher & Co.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David Johnson	Against
Arthur J. Gallagher & Co.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Chris Miskel	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Patricia B. Morrison	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stephen N. Oesterle	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brent Shafer	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Cathy R. Smith	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David S. Wilkes	Against
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Carlos M. Cardoso	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Anthony J. Guzzi	Withhold
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Neal J. Keating	Withhold
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Bonnie C. Lind	Withhold
IDEX Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Buthman	Against
IDEX Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lakecia N. Gunter	Against
IDEX Corporation	07-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Omar Ishrak	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Risa Lavizzo-Mourey	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Tsu-Jae King Liu	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Barbara G. Novick	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Frank D. Yeary	Against
Intel Corporation	07-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Establish Board Committee on Corporate Financial Sustainability	Against
Intel Corporation	07-May-24	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	5. Report on Opposing State Abortion Regulation	Against
Intel Corporation	07-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles Adair	Against
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry A. Barden	Against
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Linda Goodspeed	Against
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gary W. Mize	Against
Deutsche Lufthansa AG	07-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Chairman and CEO	Against
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Bertrand Dumazy, Chairman and CEO	Against
Edwards Lifesciences Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	07-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sebastien Bazin	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas W. Horton	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Catherine Lesjak	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Darren McDew	Against
General Electric Company	07-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	5. Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip E. Coviello	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Lourenso	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Henry Moniz	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary Hogan Preusse	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Valerie Richardson	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard B. Saltzman	Against
Norsk Hydro ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norsk Hydro ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Patrick Firmenich as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.f. Reelect Carla Mahieu as Director	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.j. Reelect Richard Ridinger as Director	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Carla Mahieu as Member of the Compensation Committee	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
AMETEK, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Suzanne L. Stefany	Against
AMETEK, Inc.	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alfred E. Festa	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Mel Martinez	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David A. Preiser	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Susan Williamson Ross	Against
Public Storage	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kristy M. Pipes	Against
Public Storage	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald P. Spogli	Against
Public Storage	07-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paul S. Williams	Against
RB Global, Inc.	07-May-24	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Timothy O'Day	Against
RB Global, Inc.	07-May-24	Canada	G	Director Election - Director Election	Elect Director	1g. Elect Director Sarah Raiss	Against
RB Global, Inc.	07-May-24	Canada	G	Director Election - Director Election	Elect Director	1k. Elect Director Carol M. Stephenson	Against
RB Global, Inc.	07-May-24	Canada	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	4. Approve Continuance of Company [CBCA to OBCA]	Against
Wharf Real Estate Investment Company Limited	07-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wharf Real Estate Investment Company Limited	07-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Temenos AG	07-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Temenos AG	07-May-24	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	5.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Temenos AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.2.3. Reelect Maurizio Carli as Director	Against
Temenos AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.2.4. Reelect Cecilia Hulten as Director	Against
Temenos AG	07-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Maurizio Carli as Member of the Compensation Committee	Against
Temenos AG	07-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Cecilia Hulten as Member of the Compensation Committee	Against
Temenos AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
argenx SE	07-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
argenx SE	07-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
argenx SE	07-May-24	Netherlands	G	Director Election - Director Election	Elect Director	7. Reelect Peter Verhaeghe as Non-Executive Director	Against
argenx SE	07-May-24	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Amend Articles of Association and Authorization to Execute the Deed of Amendment	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patrick Berard	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Blythe J. McGarvie	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jody G. Miller	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Guhan Subramanian	Against
LKQ Corporation	07-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Feroz Dewan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director A. Shane Sanders	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Raymond C. Stevens	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Elias A. Zerhouni	Against
Investor AB	07-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.A. Reelect Gunnar Brock as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.C. Reelect Tom Johnstone as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.F. Reelect Grace Reksten Skaugen as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.G. Reelect Hans Straberg as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.H. Reelect Jacob Wallenberg as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.I. Reelect Marcus Wallenberg as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.J. Reelect Sara Ohrvall as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.M. Elect Mats Rahmstrom as New Director	Against
Investor AB	07-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Jacob Wallenberg as Board Chair	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing Through Repurchase of Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telenor ASA	07-May-24	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Nancy C. Andrews	Against
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah T. Kochevar	Against
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George Llado, Sr.	Against
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Virginia M. Wilson	Against
Packaging Corporation of America	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Samuel M. Mencoff	Against
Packaging Corporation of America	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Roger B. Porter	Against
Packaging Corporation of America	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thomas S. Souleles	Against
Packaging Corporation of America	08-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Director Election Resignation Bylaw	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Glyn F. Aeppel	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Larry C. Glasscock	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Allan Hubbard	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Gary M. Rodkin	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Peggy Fang Roe	Against
Hongkong Land Holdings Ltd.	08-May-24	Bermuda	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
Hongkong Land Holdings Ltd.	08-May-24	Bermuda	G	Director Election - Director Election	Elect Director	4. Re-elect Adam Keswick as Director	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nora M. Denzel	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael P. Gregoire	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph A. Householder	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth W. Vanderslice	Against
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Theodore J. Hoepner	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Toni Jennings	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director H. Palmer Proctor, Jr.	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Wendell S. Reilly	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Chilton D. Varner	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Holcim Ltd.	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Klaus-Michael Kuehne as Director	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Hauke Stars as Director	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Hauke Stars as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.6. Ratify KPMG AG as Auditors	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alcon Inc.	08-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Michael Ball as Director and Board Chair	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Thomas Glanzmann as Director	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.10. Reelect Ines Poeschel as Director	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4. Reappoint Ines Poeschel as Member of the Compensation Committee	Against
Alcon Inc.	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas P. Bostick	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Paul C. Hilal	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Linda H. Riefler	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suzanne M. Vautrinot	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John J. Zillmer	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sandra J. Horning	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harish M. Manwani	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anthony Welters	Against
Gilead Sciences, Inc.	08-May-24	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	6. Report on Risks of Supporting Abortion	Against
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kerry D. Dyte	Withhold
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ave G. Lethbridge	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael A. Lewis	Withhold
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kelly J. Osborne	Withhold
Lonza Group AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Angelica Kohlmann as Director	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Christoph Maeder as Director	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Juergen Steinemann as Director	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
The GPT Group	08-May-24	Australia	G	Director Election - Director Election	Elect Director	1. Elect Vicki McFadden as Director	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	5. Re-elect Angela Ahrendts as Director	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect Tom Ilube as Director	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	9. Re-elect Roberto Quarta as Director	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	11. Re-elect Cindy Rose as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect David Frear as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Sally Johnson as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sarosh Mistry as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect John Pettigrew as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Richard Solomons as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Cathy Turner as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Linda Yueh as Director	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Molly E. Joseph	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William J. Post	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Paul H. Stebbins	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael T. Sweeney	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Norman L. Wright	Against
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephani Kingsmill	Against
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jane E. Kinney	Against
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Indira V. Samarasekera	Against
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederick Singer	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sir Dave Lewis as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Vindi Banga as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tracy Clarke as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deirdre Mahlan as Director	Against
Hang Seng Bank Limited	08-May-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nutrien Ltd.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher M. Burley	Against
Nutrien Ltd.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael J. Hennigan	Against
Nutrien Ltd.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Consuelo E. Madere	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Johan Cederlund as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Filip Engelbert as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Staffan Salen as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Johan Thorell as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Ulrika Werdelin as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.7. Reelect Staffan Salen as Board Chair	Against
Sagax AB	08-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
Sagax AB	08-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William F. Glavin, Jr.	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Allison H. Mnookin	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anne M. Mulcahy	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Corey E. Thomas	Against
Mettler-Toledo International Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Domitille Doat-Le Bigot	Against
Mettler-Toledo International Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Thomas P. Salice	Against
Mettler-Toledo International Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ingrid Zhang	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mettler-Toledo International Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tractor Supply Company	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David B. Dillon	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sheri H. Edison	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jane H. Lute	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael R. McCarthy	Against
Union Pacific Corporation	09-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kimberly A. Casiano	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director William W. Helman, IV	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William E. Kennard	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John C. May	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Beth E. Mooney	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Lynn Vojvodich Radakovich	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John L. Thornton	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John B. Veihmeyer	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director John S. Weinberg	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Carlton L. Highsmith	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard J. Hipple	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1h. Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1i. Elect Management Nominee Director John C. Huffard, Jr.	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1j. Elect Management Nominee Director Claude Mongeau	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1k. Elect Management Nominee Director Amy E. Miles	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1l. Elect Management Nominee Director Jennifer F. Scanlon	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1m. Elect Management Nominee Director Alan H. Shaw	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1n. Elect Management Nominee Director John R. Thompson	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1t. Elect Management Nominee Director Thomas C. Kelleher	Withhold
Norfolk Southern Corporation	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
First Quantum Minerals Ltd.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Geoff Chater	Withhold
First Quantum Minerals Ltd.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Robert J. Harding	Withhold
First Quantum Minerals Ltd.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Kathleen A. Hogenson	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Norma B. Clayton	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Dempsey	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher J. Kearney	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurette T. Koellner	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Michael W. Lamach	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nadja Y. West	Withhold
Nucor Corporation	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Kenneth W. Cornew	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Traci M. Dolan	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director James C. Marcuccilli	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Bradley S. Seaman	Against
Tyler Technologies, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenn A. Carter	Withhold
Tyler Technologies, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Brenda A. Cline	Withhold
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marc A. Bruno	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Larry D. De Shon	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Terri L. Kelly	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Shiv Singh	Against
United Rentals, Inc.	09-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against
Quebecor Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lise Croteau	Withhold
Quebecor Inc.	09-May-24	Canada	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	4. SP 1: Approve Incentive Compensation Relating to ESG Goals	Against
Stryker Corporation	09-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teradyne, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Herweck	Against
Teradyne, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marilyn Matz	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Vittorio Colao	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laxman Narasimhan	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rodney Slater	Against
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Activities and Action	4. Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	Against
Verizon Communications Inc.	09-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	8. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against
Zebra Technologies Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ross W. Manire	Withhold
Zebra Technologies Corporation	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Avantor, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John Carethers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Avantor, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jonathan Peacock	Against
Avantor, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregory Summe	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Mohamed A. El-Erian as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Brian Gilvary as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Nigel Higgins as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Diane Schueneman as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Julia Wilson as Director	Against
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert G. Goldstein	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick Dumont	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Irwin Chafetz	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Micheline Chau	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles D. Forman	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Lewis Kramer	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Alain Li	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Isabelle Marcoux	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Power Corporation of Canada	09-May-24	Canada	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	5. SP 2: Approve Incentive Compensation for All Employees Based on ESG Targets	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Related - Board Related	Company-Specific Board-Related	7. SP 4: Disclose Language Fluency of Executives	Against
WSP Global Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher Cole	Against
WSP Global Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Birgit Norgaard	Against
WSP Global Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Linda Smith-Galipeau	Against
Arch Capital Group Ltd.	09-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1a. Elect Director Laurie S. Goodman	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kermit R. Crawford	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary J. Steele Guilfoile	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jodee A. Kozlak	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Henry J. Maier	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Theodore F. Craver, Jr.	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert M. Davis	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Idalene F. Kesner	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director E. Marie McKee	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Thomas E. Skains	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director William E. Webster, Jr.	Against
Duke Energy Corporation.	09-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Financial Statement Assumption and Climate Change	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Avid Modjtabai	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director David P. O'Connor	Against
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Emma K. Griffin	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jacques Martin	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Suzanne Rancourt	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director Rebecca Schechter	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	4. SP 1: Adopt ESG Incentive Pay for All Employees	Against
iA Financial Corporation Inc.	09-May-24	Canada	G	Audit Related - Auditor Related	Auditor Rotation	6. SP 3: Auditor Rotation	Against
WH Group Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
WH Group Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lawrence A. Selzer	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kim Williams	Against
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher B. Begley	Against
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Betsy J. Bernard	Against
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert A. Hagemann	Against
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Maria Teresa (Tessa) Hilado	Against
Marriott International, Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Douglas N. Benham	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director James H. Kropp	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lynn C. Swann	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Winifred M. Webb	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Matthew R. Zaist	Against
Camden Property Trust	10-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Scott S. Ingraham	Against
Camden Property Trust	10-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Frances Aldrich Sevilla-Sacasa	Against
Camden Property Trust	10-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Steven A. Webster	Against
Camden Property Trust	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tradeweb Markets Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jacques Aigrain	Withhold
Tradeweb Markets Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paula Madoff	Withhold
Tradeweb Markets Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vulcan Materials Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cynthia L. Hostetler	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharon Bowen	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Monte Ford	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dan Hesse	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Jonathan Miller	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Ben Verwaayen	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Akamai Technologies, Inc.	10-May-24	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Masco Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Marie A. Ffolkes	Against
Masco Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John C. Plant	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Share Plan Grant to CEO Patrick W. Smith	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lundin Mining Corporation	10-May-24	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director C. Ashley Heppenstall	Against
Lundin Mining Corporation	10-May-24	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Juliana L. Lam	Against
Lundin Mining Corporation	10-May-24	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Dale C. Peniuk	Against
QBE Insurance Group Limited	10-May-24	Australia	G	Director Election - Director Election	Elect Director	4a. Elect T Le as Director	Against
The Progressive Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip Bleser	Against
The Progressive Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against
The Progressive Corporation	10-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a2. Elect Director Jaimie Donovan	Withhold
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a3. Elect Director R. Peter Gillin	Withhold
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a4. Elect Director Chantal Gosselin	Withhold
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a7. Elect Director Charles A. Jeannes	Withhold

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	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Against
Constellation Software Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robert Kittel	Withhold
Constellation Software Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Andrew Pastor	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jason D. Robins	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Woodrow H. Levin	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Valerie Mosley	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Marni M. Walden	Withhold
DraftKings Inc.	13-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher M. Connor	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ilene S. Gordon	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jacqueline C. Hinman	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clinton A. Lewis, Jr.	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathryn D. Sullivan	Against
International Paper Company	13-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Ventas, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Melody C. Barnes	Against
Ventas, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marguerite M. Nader	Against
Ventas, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sean P. Nolan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
3M Company	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas "Tony" K. Brown	Against
3M Company	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David B. Dillon	Against
3M Company	14-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pedro J. Pizarro	Against
3M Company	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
3M Company	14-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	4. Adopt Share Retention Policy For Senior Executives	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Louis Hobson	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathryn Munro	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jessica Powell	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robert Synowicki, Jr.	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director David Vander Ploeg	Against
Laboratory Corporation of America Holdings	14-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kathryn E. Wengel	Against
Laboratory Corporation of America Holdings	14-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Motorola Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kenneth D. Denman	Against
Motorola Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gregory K. Mondre	Against
Motorola Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph M. Tucci	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Thierry Schwob as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jessica L. Blume	Against
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Wayne S. DeVeydt	Against
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lori J. Robinson	Against
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Theodore R. Samuels	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Karen Green as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Nicholas Lyons as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Katie Murray as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John Pollock as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Nicholas Shott as Director	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Victoria M. Holt	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kathleen M. Mazzarella	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sean E. Menke	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Maryrose T. Sylvester	Against
Alexandria Real Estate Equities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Maria C. Freire	Against
Alexandria Real Estate Equities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael A. Woronoff	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	2. Elect Director Gary L. Belske	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	3. Elect Director Robert J. Bernhard	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	4. Elect Director Bruno V. Di Leo Allen	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	6. Elect Director Carla A. Harris	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	7. Elect Director Thomas J. Lynch	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	8. Elect Director William I. Miller	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	9. Elect Director Kimberly A. Nelson	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	10. Elect Director Karen H. Quintos	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin L. Beebe	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzanne E. McBride	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David P. McGlade	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Maryann Turcke	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	10. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Sun Communities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tonya Allen	Against
Sun Communities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Meghan G. Baivier	Against
Sun Communities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stephanie W. Bergeron	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donald E. Brown	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret M. Keane	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Andrea Redmond	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregg M. Sherrill	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Monica Turner	Against
The Allstate Corporation	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
IMCD NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Prudential Financial, Inc.	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Galaxy Entertainment Group Limited	14-May-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Galaxy Entertainment Group Limited	14-May-24	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7.3. Authorize Reissuance of Repurchased Shares	Against
VAT Group AG	14-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Urs Leinhaeuser as Director	Against
VAT Group AG	14-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Hermann Gerlinger as Director	Against
VAT Group AG	14-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Libo Zhang as Director	Against
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Epiroc AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Johan Forssell as Director	Against
Epiroc AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	14-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Ronnie Leten as Board Chair	Against
Epiroc AB	14-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12.a. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William E. Ford	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Fabrizio Freda	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Cheryl D. Mills	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gordon M. Nixon	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kristin C. Peck	Against
BlackRock, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BlackRock, Inc.	15-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Elevance Health, Inc.	15-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Vincent K. Brooks	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen A. Hogenson	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kimberly S. Stevenson	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Therese M. Vaughan	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Sheila Bair	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5c. Elect Director Carol Browner	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5g. Elect Director Monica McGurk	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5i. Elect Director Henry "Jay" Winship	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7c. Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Against
Bunge Global SA	15-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Other Business	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jana Cohen Barbe	Withhold
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard D. Bronson	Withhold
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jeffrey E. Kelter	Withhold
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Frances Aldrich Sevilla-Sacasa	Withhold
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Francine J. Bovich	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathy Hopinkah Hannan	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael Haylon	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric A. Reeves	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Vicki Williams	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Enphase Energy, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Badrinarayanan Kothandaraman	Withhold
Enphase Energy, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph Malchow	Withhold
Enphase Energy, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hilton Worldwide Holdings Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
State Street Corporation	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amelia C. Fawcett	Against
State Street Corporation	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William L. Meaney	Against
State Street Corporation	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregory L. Summe	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Thomas B. Leonardi	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Clarence Otis, Jr.	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Elizabeth E. Robinson	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Rafael Santana	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey N. Edwards	Against
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kimberly J. Harris	Against
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Julia L. Johnson	Against
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Michael L. Marberry	Against
Arkema SA	15-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Thierry Le Henaff as Director	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Susanne Klatten to the Supervisory Board	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Stefan Quandt to the Supervisory Board	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.1. Elect Director John J. Amore	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.3. Elect Director William F. Galtney, Jr.	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.4. Elect Director John A. Graf	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.5. Elect Director Meryl Hartzband	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gerri Losquadro	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.7. Elect Director Hazel McNeilage	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.8. Elect Director Roger M. Singer	Against
Fiserv, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Wafaa Mamilli	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fiserv, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Heidi G. Miller	Withhold
Fiserv, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Doyle R. Simons	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dino Chiesa	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Arun Nayar	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Paolo Notarnicola	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jessica McDonald	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Sandra Levy	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley R. Gabosch	Withhold
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Kasarda	Withhold
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas A. Stith, III	Withhold
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leo H. Suggs	Withhold
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lisa L. Baldwin	Against
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert A. McEvoy	Against
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David W. Seeger	Against
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Douglas W. Stotlar	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Julia L. Coronado	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Dirk A. Kempthorne	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marc H. Morial	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert J. Pace	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Frederick A. Richman	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Marnie H. Wilking	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Aicha Evans to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Friederike Rotsch to the Supervisory Board	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J. Veronica Biggins	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Douglas H. Brooks	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William H. Cunningham	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas W. Gilligan	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Jill A. Soltau	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Related - Board Related	Amend Articles/Bylaws/Charter - Removal of Directors	6. Adopt Majority Vote Cast to Remove Directors With or Without Cause	Against
Euronext NV	15-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.c. Approve Remuneration Report	Against
American International Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Cole, Jr.	Against
American International Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Diana M. Murphy	Against
American International Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John G. Rice	Against
American International Group, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American International Group, Inc.	15-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Adopt Director Election Resignation Bylaw	Against
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mary L. Baglivo	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman E. Bulls	Against
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Diana M. Laing	Against
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Walter C. Rakowich	Against
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gordon H. Smith	Against
Molson Coors Beverage Company	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H. Sanford Riley	Withhold
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Emma Griffin as Director	Against
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Rosemary Hilary as Director	Against
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect John Hitchins as Director	Against
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Paul Manduca as Director	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry D. De Shon	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carlos Dominguez	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Donna A. James	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Teresa Wynn Roseborough	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Virginia P. Ruesterholz	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Martin Schmid as Director	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Reelect Franziska Sauber as Director	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Klaus Tschuetscher as Director	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.13. Reappoint Martin Schmid as Member of the Compensation Committee	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.14. Reappoint Franziska Sauber as Member of the Compensation Committee	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Tele2 AB	15-May-24	Sweden	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	11.b2. Approve May 17, 2024 as Record Date for Dividend Payments	Against
Tele2 AB	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Georgi Ganev as Director	Against
Tele2 AB	15-May-24	Sweden	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	21.a. Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	Against
Tele2 AB	15-May-24	Sweden	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	21.b. In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	Against
Tele2 AB	15-May-24	Sweden	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	21.c. The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2025	Against
CVS Health Corporation	16-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Adopt Director Election Resignation Bylaw	Against
CVS Health Corporation	16-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
CVS Health Corporation	16-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	8. Adopt Policy to Require Director Allocation of Hours Disclosure	Against
Cboe Global Markets, Inc.	16-May-24	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	4. Provide Right to Call Special Meeting	Against
Martin Marietta Materials, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dorothy M. Ables	Against
Martin Marietta Materials, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan Campbell	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Susan K. Carter	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas L. Deitrich	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Paul A. Mascarenas	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Karen A. Dawes	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nicolas M. Barthelemy	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Konstantin Konstantinov	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Martin D. Madaus	Against
Repligen Corporation	16-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Dropbox, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lisa Campbell	Withhold
Dropbox, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Dropbox, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul E. Jacobs	Withhold
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan F. Foster	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lou Jepsen	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger A. Krone	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Patricia L. Lewis	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen A. Ligocki	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Conrad L. Mallett, Jr.	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Greg C. Smith	Against
Lear Corporation	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas T. Hendrickson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dana M. Perlman	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria A. Sastre	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Fred Whitfield	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Otis Worldwide Corporation	16-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Adopt Policy on Improved Majority Voting for Election of Directors	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Paula Santilli	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Caryn Seidman-Becker	Against
The Home Depot, Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against
The Home Depot, Inc.	16-May-24	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Corporate Contributions	Against
The Home Depot, Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Civil Rights and Non-Discrimination Audit	Against
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Brian C. Cornell	Against
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Mirian M. Graddick-Weir	Against
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Thomas C. Nelson	Against
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director P. Justin Skala	Against
Yum! Brands, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Yum! Brands, Inc.	16-May-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	5. Strategic Review Regarding Capital Transactions Involving the Brands	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jonathan Bewes as Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Soumen Das as Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tom Hall as Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Dame Tristia Harrison Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Michael Roney as Director	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Glyn F. Aeppel	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Terry S. Brown	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher B. Howard	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Susan Swanezy	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Reelect Bernd Scheifele to the Supervisory Board	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Reelect Ludwig Merckle to the Supervisory Board	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Reelect Margret Suckale to the Supervisory Board	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Frances Arnold	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Robert S. Epstein	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Scott Gottlieb	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Philip W. Schiller	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Deborah C. Hopkins	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Steven A. Mills	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Morton O. Schapiro	Against
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Against
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Against
Alnylam Pharmaceuticals, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Dennis A. Ausiello	Against
Alnylam Pharmaceuticals, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David E.I. Pyott	Against
Lennox International Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sherry L. Buck	Against
Lennox International Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory T. Swienton	Against
Lennox International Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Todd J. Teske	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Vicky B. Gregg	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Timothy L. Main	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Denise M. Morrison	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gary M. Pfeiffer	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Timothy M. Ring	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amphenol Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David P. Falck	Against
Amphenol Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Rita S. Lane	Against
Amphenol Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anne Clarke Wolff	Against
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa Gersh	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Laurel J. Richie	Against
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Richard S. Stoddart	Against
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mary Beth West	Against
Cleveland-Cliffs Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Susan M. Green	Withhold
Cleveland-Cliffs Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ralph S. Michael, III	Withhold
Cleveland-Cliffs Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Janet L. Miller	Withhold
Cleveland-Cliffs Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Westinghouse Air Brake Technologies Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda A. Harty	Against
Capgemini SE	16-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Laurence Metzke as Representative of Employee Shareholders to the Board	Against
Universal Music Group NV	16-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	8. Reelect Vincent Vallejo as Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.a. Reelect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.b. Reelect Cathia Lawson-Hall as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.c. Reelect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.d. Reelect James Mitchell as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.e. Reelect Manning Doherty as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.f. Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.g. Reelect Nicole Avant as Non-Executive Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Elect Director David H. Sidwell	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Elect David H. Sidwell as Member of the Compensation Committee	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against
Chubb Limited	16-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Transact Other Business	Against
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Withhold
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William E. Kennard	Withhold
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Beth E. Mooney	Withhold
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Luis A. Ubinas	Withhold
AT&T Inc.	16-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Respecting Workforce Civil Liberties	Against
NIBE Industrier AB	16-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors	Against
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1b. Elect Director Edward E. "Ned" Guillet	Withhold
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael W. Harlan	Withhold
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Elise L. Jordan	Withhold
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Susan "Sue" Lee	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alliant Energy Corporation	17-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger K. Newport	Against
Alliant Energy Corporation	17-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Carol P. Sanders	Against
Sands China Ltd.	17-May-24	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
Sands China Ltd.	17-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6. Authorize Reissuance of Repurchased Shares	Against
Sands China Ltd.	17-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Adopt 2024 Equity Award Plan	Against
GLP J-REIT	20-May-24	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Inoue, Toraki	Against
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Elizabeth McKee Anderson	Withhold
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Willard Dere	Withhold
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Elaine J. Heron	Withhold
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director David E.I. Pyott	Withhold
Henry Schein, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deborah Derby	Against
Henry Schein, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Philip A. Laskawy	Against
Henry Schein, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Bradley T. Sheares	Against
JPMorgan Chase & Co.	21-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Impacts of JPMC's Climate Transition Policies	Against
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	11. Report on Civil Rights and Non-Discrimination Audit	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Deborah H. Caplan	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Edith Kelly-Green	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James K. Lowder	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Claude B. Nielsen	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary S. Shorb	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director David P. Stockert	Against
Aeroports de Paris ADP	21-May-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with Societe du Grand Paris	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	13. Reelect Augustin de Romanet de Beaune as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	14. Reelect Severin Cabannes as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	15. Reelect Oliver Grunberg as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	16. Reelect Sylvia Metayer as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	17. Reelect Predica Prevoyance Dialogue du Credit Agricole as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	18. Reelect Jacques Gounon as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	19. Reelect Fanny Letier as Director, Proposed by the State	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	20. Appoint Secretary General of Interior and Overseas Territories as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	21. Appoint President of Ile-de-France Region as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	22. Appoint Mayor of City of Paris as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	23. Appoint President of Communaute d'Agglomeration Roissy Pays de France as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	26. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 97 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	27. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 29 Million	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	28. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 29 Million	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	29. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 26-28	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	32. Authorize Capital Increase of Up to EUR 29 Million for Future Exchange Offers	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	33. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Burlington Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William McNamara	Against
Burlington Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jessica Rodriguez	Against
Burlington Stores, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Equitable Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Arlene Isaacs-Lowe	Against
Equitable Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Daniel G. Kaye	Against
Equitable Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Bertram L. Scott	Against
FirstEnergy Corp.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Paul Kaleta	Against
FirstEnergy Corp.	22-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	Against
FirstEnergy Corp.	22-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Financial Statement Assumptions and Climate Change	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jonathan Christodoro	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
PayPal Holdings, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
PayPal Holdings, Inc.	22-May-24	USA	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	6. Amend Bylaw Regarding Stockholder Approval of Director Compensation	Against
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Fumbi Chima	Against
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Jacqueline Hunt	Against
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul Reilly	Against
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Fredric Tomczyk	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vanessa Broadhurst	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Louise M. Parent	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Willie M. Reed	Against
Zoetis Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Zoetis Inc.	22-May-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Adopt Policy on Improved Majority Voting for Election of Directors	Against
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David A. Blau	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robin P. Hickenlooper	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gregory B. Maffei	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James E. Meyer	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jonelle Procope	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David M. Zaslav	Withhold
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jamie S. Gorelick	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jonathan J. Rubinstein	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Patricia Q. Stonesifer	Against
Amazon.com, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Board Committee on Corporate Financial Sustainability	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Viewpoint Discrimination	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	15. Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bruce W. Duncan	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carol B. Einiger	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Diane J. Hoskins	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joel I. Klein	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Matthew J. Lustig	Against
Boston Properties, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Crown Castle Inc.	22-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1m. Elect Dissident Nominee Director Charles Campbell Green, III	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Crown Castle Inc.	22-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1n. Elect Dissident Nominee Director Theodore B. Miller, Jr.	Withhold
Crown Castle Inc.	22-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1o. Elect Dissident Nominee Director Tripp H. Rice	Withhold
Crown Castle Inc.	22-May-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1p. Elect Dissident Nominee Director David P. Wheeler	Withhold
Crown Castle Inc.	22-May-24	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Paul Walsh	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Amy Weaver	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Miles White	Against
McDonald's Corporation	22-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	9. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
McDonald's Corporation	22-May-24	USA	S	Social - Charitable Spending	Charitable Contributions	10. Report on Corporate Contributions	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director C. Martin Harris	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director R. Alexandra Keith	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote Requirement	Against
Align Technology, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	9. Reelect Olivier Auffray as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	10. Reelect Nicole Gourmelon as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Louis Tercinier as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Clive Adamson as Director	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Edward Braham as Director	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Clare Chapman as Director	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Clare Thompson as Director	Against
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Brandon B. Boze	Against
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reginald H. Gilyard	Against
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Oscar Munoz	Against
Northland Power Inc.	22-May-24	Canada	G	Director Election - Director Election	Elect Director	3. Elect Director Lisa Colnett	Withhold
Northland Power Inc.	22-May-24	Canada	G	Director Election - Director Election	Elect Director	6. Elect Director Helen Mallovy Hicks	Withhold
Northland Power Inc.	22-May-24	Canada	G	Director Election - Director Election	Elect Director	7. Elect Director Ian Pearce	Withhold
MTR Corporation Limited	22-May-24	Hong Kong	G	Director Election - Director Election	Elect Director	3a. Elect Christopher Hui Ching-yu as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Mary Harris as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Thomas Johnson as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Mark Price as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	23. Approve Waiver of Rule 9 of the Takeover Code	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James F. Albaugh	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Amy E. Alving	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharon R. Barner	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jody G. Miller	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director K. Gunnar Bjorklund	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael J. Bush	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patricia H. Mueller	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Steven R. Altman	Against
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Nicholas Augustinos	Against
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard A. Collins	Against
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Kyle Malady	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lawrence A. Cunningham	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Greta J. Harris	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Morgan E. Housel	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Michael O'Reilly	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director A. Lynne Puckett	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Orange SA	22-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Christel Heydemann as Director	Against
Orange SA	22-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Frederic Sanchez as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	22-May-24	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	7. Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Against
Orange SA	22-May-24	France	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	A. Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against
Partners Group Holding AG	22-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patrick J. Moore	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra A. Sandler	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Assurant, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paget L. Alves	Against
Assurant, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lawrence V. Jackson	Against
Assurant, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra J. Perry	Against
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Naren K. Gursahaney	Against
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kirk S. Hachigian	Against
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Amy B. Lane	Against
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David L. Porges	Against
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Fredric G. Reynolds	Against
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andrea Wishom	Against
Pinterest, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Tamara S. Franklin	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Seemantini Godbole	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Melanie L. Healey	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Larry J. Merlo	Against
Manhattan Associates, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Deepak Raghavan	Against
Manhattan Associates, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda T. Hollembaek	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas H. Glocer	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert H. Herz	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Erika H. James	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mary L. Schapiro	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1o. Elect Director Rayford Wilkins, Jr.	Against
Morgan Stanley	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	23-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	Against
Waters Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pearl S. Huang	Against
Waters Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Vergnano	Against
bioMerieux SA	23-May-24	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Harold Boel as Director	Against
bioMerieux SA	23-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Appoint Benoit Ribadeau-Dumas as Censor	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-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Corporate Officers	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Board	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
bioMerieux SA	23-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	16. Approve Compensation Report of Corporate Officers	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Against
bioMerieux SA	23-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Brenntag SE	23-May-24	Germany	G	Routine Business - Routine Business	Other Business	8. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
Nemetschek SE	23-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Iris Helke to the Supervisory Board	Against
Nemetschek SE	23-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
SBA Communications Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary S. Chan	Against
SBA Communications Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jay L. Johnson	Against
SBA Communications Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director George R. Krouse, Jr.	Against
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Deborah Black	Against
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lawrence J. Jackson, Jr.	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Anita M. Sands	Against
ServiceNow, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Katherine A. Cattanach	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James D. Klingbeil	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert A. McNamara	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Diane M. Morefield	Against
UDR, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Courtney D. Armstrong	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Yehuda Ari Buchalter	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kathleen A. Cote	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Thomas F. Frist, III	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jamie S. Gorelick	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roger H. Moore	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Timothy Tomlinson	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas W. Handley	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jennifer M. Kirk	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Larson	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James P. Snee	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Sandra M. Volpe	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Mary Beth Martin	Withhold
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Evans N. Nwankwo	Withhold
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director William W. Verity	Withhold
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director John I. Von Lehman	Withhold
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3d. Re-elect Evelyn Bourke as Director	Against
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Eileen Fitzpatrick as Director	Against
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3g. Re-elect Richard Goulding as Director	Against
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3i. Re-elect Patrick Kennedy as Director	Against
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Barry J. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory S. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Keith A. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raymond B. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kirk B. Griswold	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Janet B. Haugen	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Brian F. Hughes	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joan T. Dea	Against
The Charles Schwab Corporation	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Charles Schwab Corporation	23-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3c. Elect Ip Tak Chuen, Edmond as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3d. Elect Andrew John Hunter as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3f. Elect Chow Woo Mo Fong, Susan as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3g. Elect George Colin Magnus as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3h. Elect Tsim Sin Ling, Ruth as Director	Against
Extra Space Storage Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Bonner	Against
Extra Space Storage Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Diane Olmstead	Against
Extra Space Storage Inc.	23-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Quanta Services, Inc.	24-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director R. Scott Rowe	Against
Quanta Services, Inc.	24-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Martha B. Wyrsh	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Andrew Martin as Director	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Graham Allan as Director	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Gurnek Bains as Director	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Tamara Ingram as Director	Against
Amundi SA	24-May-24	France	E	Environmental - Climate	Reporting on Climate Transition Plan	24. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against
Carrefour SA	24-May-24	France	G	Director Election - Director Election	Elect Director	10. Reelect Aurore Domont as Director	Against
Carrefour SA	24-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EQT AB	27-May-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13.a. Approve Remuneration of Directors in the Amount of EUR 304,500 for Chairman and EUR 138,500 for Other Directors; Approve Remuneration for Committee Work	Against
EQT AB	27-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.e. Reelect Marcus Wallenberg as Director	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nicholas Castaldo	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Damon DeSantis	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jim Lee	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Caroline Levy	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Cheryl Miller	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Joyce Russell	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.b. Amend Remuneration Policy	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	3.c. Approve Amended LTI Plan	Against
EXOR NV	28-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4.b. Approve Discharge of Non-Executive Directors	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Douglas M. Baker, Jr.	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Pamela J. Craig	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Inge G. Thulin	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	11. Elect Director Kathy J. Warden	Against
Merck & Co., Inc.	28-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Disclose a Government Censorship Transparency Report	Against
Merck & Co., Inc.	28-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Civil Rights and Non-Discrimination Audit	Against
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.9. Elect Management Nominee Timothy Hodgson	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.10. Elect Management Nominee Lewis L. (Lee) Bird, III	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.11. Elect Management Nominee Dhaval Buch	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.12. Elect Management Nominee Marc Caira	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.13. Elect Management Nominee Jane Craighead	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.14. Elect Management Nominee Sharon Driscoll	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.15. Elect Management Nominee Lynn Loewen	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.16. Elect Management Nominee Anne Martin-Vachon	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.17. Elect Management Nominee Vincent (Vince) J. Tyra	Withhold
Gildan Activewear Inc.	28-May-24	Canada	G	Director Election - Proxy Contest	Elect Director (Management)	2.18. Elect Management Nominee Les Viner	Withhold
Yara International ASA	28-May-24	Norway	E	Environmental - Climate	Restriction of Fossil Fuel Financing	13. Guide the company to set science-based goals to cut scope 3 emissions in line with limiting global warming to 1.5 Degrees	Against
Ipsen SA	28-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect BEECH TREE S.A. as Director	Against
Ipsen SA	28-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Carol Xueref as Director	Against
Ipsen SA	28-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
The Trade Desk, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gokul Rajaram	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Docusign, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Peter Solvik	Against
Docusign, Inc.	29-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Docusign, Inc.	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia D. Fili-Krushel	Against
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Debra A. Sandler	Against
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ralph E. Santana	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1a. Elect Director John F. Brock	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen R. Howe, Jr.	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1d. Elect Director William L. Kimsey	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1j. Elect Director Eyal M. Ofer	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1m. Elect Director Arne Alexander Wilhelmsen	Against
SEI Investments Company	29-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carl A. Guarino	Against
SEI Investments Company	29-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carmen V. Romeo	Against
SEI Investments Company	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SS&C Technologies Holdings, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan E. Michael	Against
The Carlyle Group Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Daniel A. D'Aniello	Withhold
The Carlyle Group Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William J. Shaw	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Carlyle Group Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
The Carlyle Group Inc.	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
AEON Co., Ltd.	29-May-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Okada, Motoya	Against
AEON Co., Ltd.	29-May-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Yoshida, Akio	Against
AEON Co., Ltd.	29-May-24	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tsukamoto, Takashi	Against
AEON Co., Ltd.	29-May-24	Japan	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	2. Approve Takeover Defense Plan (Poison Pill)	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against
Publicis Groupe SA	29-May-24	France	G	Director Election - Director Election	Elect Director	30. Elect Arthur Sadoun as Director	Against
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Anthony P. Lee	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrea Wong	Withhold
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pamela M. Arway	Against
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Clarke H. Bailey	Against
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kent P. Dauten	Against
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Walter C. Rakowich	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jacqueline Brady	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Reginald H. Gilyard	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Priya Cherian Huskins	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Michael D. McKee	Against
HKT Trust and HKT Limited	30-May-24	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
HKT Trust and HKT Limited	30-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
HKT Trust and HKT Limited	30-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9. Adopt New Share Stapled Unit Award Scheme of HKT Trust and the Company	Against
HKT Trust and HKT Limited	30-May-24	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	10. Approve Termination of Existing Share Stapled Unit Option Scheme and Adopt New Share Stapled Unit Option Scheme of HKT Trust and the Company	Against
Ferguson Plc	30-May-24	Jersey	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	2.D. Provide Right to Call a Special Meeting	Against
Ferguson Plc	30-May-24	Jersey	G	Capitalization - Capital Structure Related	Authorize New Class of Preferred Stock	2.G. Authorize New Class of Preferred Stock	Against
Accor SA	31-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report of Corporate Officers	Against
Accor SA	31-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Sebastien Bazin, Chairman and CEO	Against
Accor SA	31-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. 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
Accor SA	31-May-24	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	13. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
EPAM Systems, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director DeAnne Aguirre	Against
EPAM Systems, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert E. Segert	Against
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David H. Batchelder	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurie Z. Douglas	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard W. Dreiling	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Bertram L. Scott	Withhold
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael V. Drake	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ellen J. Kullman	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Amy E. Miles	Against
Poste Italiane SpA	31-May-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1.2. Amend Company Bylaws Re: Article 11	Against
Poste Italiane SpA	31-May-24	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	1.5. Amend Company Bylaws Re: Article 16	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Li Haslett Chen	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard W. Fisher	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Gould	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kenneth W. Lowe	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John C. Malone	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Fazal Merchant	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Establish a Board Committee on Corporate Financial Sustainability	Against
Watsco, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Barry S. Logan	Against
Watsco, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Timothy Flynn	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michele Hooper	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director F. William McNabb, III	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John Noseworthy	Against
Henderson Land Development Company Limited	03-Jun-24	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Ko Ping Keung as Director	Against
Henderson Land Development Company Limited	03-Jun-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Henderson Land Development Company Limited	03-Jun-24	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Cloudflare, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Maria Eitel	Withhold
Cloudflare, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Katrin Suder	Withhold
Cloudflare, Inc.	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Builders FirstSource, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cleveland A. Christophe	Against
Juniper Networks, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven Fernandez	Against
Juniper Networks, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William Stensrud	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Zein Abdalla	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vinita Bali	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Leo S. Mackay, Jr.	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen "Steve" J. Rohleder	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Abraham "Bram" Schot	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Adopt Policy on Fair Treatment of Shareholder Nominees	Against
Evonik Industries AG	04-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Shopify Inc.	04-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Approve the Unallocated Options under the Stock Option Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve the Third Amended and Restated Long Term Incentive Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote on Executive Compensation Approach	Against
General Motors Company	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
General Motors Company	04-Jun-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	5. Eliminate EV Targets from Incentive Compensation Programs	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael J. Arougheti	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ashish Bhutani	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Antoinette Bush	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director R. Kipp deVeer	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Paul G. Joubert	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David B. Kaplan	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael Lynton	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eileen Naughton	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Judy D. Olian	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Antony P. Ressler	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Bennett Rosenthal	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric Branderiz	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharmistha Dubey	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeannine P. Sargent	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alan G. Spoon	Against
Fortive Corporation	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortive Corporation	04-Jun-24	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	5. Amend Bylaw Regarding Stockholder Approval of Director Compensation	Against
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold
MarketAxess Holdings Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy Altobello	Against
MarketAxess Holdings Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jane Chwick	Against
MarketAxess Holdings Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William F. Cruger	Against
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Cherie Brant	Withhold
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director David Hay	Withhold
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1I. Elect Director Melissa Sonberg	Withhold
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1K. Elect Director Susan Wolburgh Jenah	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Angela Ahrendts	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Chenault	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Fidelity National Information Services, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey A. Goldstein	Against
Fidelity National Information Services, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gary L. Lauer	Against
Fidelity National Information Services, Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Unity Software Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David Kostman	Withhold
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Randall L. Stephenson	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walmart Inc.	05-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on a Civil Rights and Non-Discrimination Audit	Against
Walmart Inc.	05-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Establish a Board Committee on Corporate Financial Sustainability	Against
Datadog, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Alexis Le-Quoc	Withhold
Datadog, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Callahan	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kirk E. Arnold	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director W. Edmund Clark	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Michael E. Daniels	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Deanna Oppenheimer	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Simon Paris	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Barry Salzberg	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nicolas Galperin	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Henrique Dubugras	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Sanders	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Terrence R. Curtin	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alexander M. Cutler	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eleuthere I. du Pont	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Luther C. Kissam	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Deanna M. Mulligan	Against
GoDaddy Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Leah Sweet	Against
GoDaddy Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Srinivas (Srini) Tallapragada	Against
Restaurant Brands International Inc.	06-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexandre Behring	Against
Restaurant Brands International Inc.	06-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ali G. Hedayat	Against
Restaurant Brands International Inc.	06-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thecla Sweeney	Against
lululemon athletica inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Isabel Mahe	Against
lululemon athletica inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Emily White	Against
Twilio Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeff Epstein	Withhold
Royalty Pharma Plc	06-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1d. Elect Director Errol De Souza	Against
Royalty Pharma Plc	06-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1g. Elect Director Ted Love	Against
Royalty Pharma Plc	06-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1h. Elect Director Gregory Norden	Against
Roku, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ravi Ahuja	Withhold
Roku, Inc.	06-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Roku, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael R. Klein	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Laura Cox Kaplan	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Nassetta	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Rahul Gupta	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Archie L. Jones, Jr.	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Hala G. Modellmog	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven T. Stull	Against
Corpay, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Gartner, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter E. Bisson	Against
Gartner, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sutherland Fuchs	Against
Gartner, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William O. Grabe	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl K. Beebe	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gregory L. Ebel	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Timothy S. Gitzel	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Emery N. Koenig	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kelvin R. Westbrook	Against
Toast, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deval L. Patrick	Withhold
Toast, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay C. Hoag	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Bradford L. Smith	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Netflix, Inc.	06-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Netflix, Inc.	06-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Establish Committee on Corporate Sustainability	Against
Netflix, Inc.	06-Jun-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Director Election Resignation Bylaw	Against
Allegion Plc	06-Jun-24	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	07-Jun-24	USA	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	3. Amend Bylaw regarding Stockholder Approval of Director Compensation	Against
Alphabet Inc.	07-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Alphabet Inc.	07-Jun-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Electromagnetic Radiation and Wireless Technologies Risks	Against
Alphabet Inc.	07-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director VeraLinn "Dash" Jamieson	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin J. Kennedy	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William G. LaPerch	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mark R. Patterson	Against
ANSYS, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Ronald W. Hovsepian	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ANSYS, Inc.	07-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Arista Networks, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kelly Battles	Withhold
Arista Networks, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jayshree Ullal	Withhold
Arista Networks, Inc.	07-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.2. Elect Director Olivia (Liv) Garfield	Withhold
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.3. Elect Director Nili Gilbert	Withhold
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.5. Elect Director Diana Noble	Withhold
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.6. Elect Director Satish Rai	Withhold
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5a. Elect Director Jonathan C. Burrell	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Joseph J. Hartnett	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5d. Elect Director Catherine A. Lewis	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7a. Appoint Jonathan C. Burrell as Member of the Compensation Committee	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7b. Appoint Joseph J. Hartnett as Member of the Compensation Committee	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7c. Appoint Catherine A. Lewis as Member of the Compensation Committee	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Advisory Vote on the Swiss Statutory Compensation Report	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
Keurig Dr Pepper Inc.	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Oray B. Boston, Jr.	Against
Keurig Dr Pepper Inc.	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Paul Michaels	Against
Keurig Dr Pepper Inc.	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1J. Elect Director Debra Sandler	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank J. Fahrenkopf	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Don R. Kornstein	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David P. Tomick	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
HubSpot, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jill Ward	Against
Bechtle AG	11-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Bechtle AG	11-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Bechtle AG	11-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9. Elect Stephanie Holdt to the Supervisory Board	Against
Toyota Industries Corp.	11-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Onishi, Akira	Against
Toyota Industries Corp.	11-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ito, Koichi	Against
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Fernando Aguirre	Against
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paget L. Alves	Against
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director P.W. "Bill" Parker	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Laurel J. Richie	Against
Synchrony Financial	11-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Stacy Seng as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Lukas Braunschweiler as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Julie Tay as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.4. Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William J. Colombo	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anne Fink	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Larry Fitzgerald, Jr.	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lawrence J. Schorr	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Larry D. Stone	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Bylaw Waiving Business Judgement Rule	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. MacLennan	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Debra L. Reed-Klages	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Susan C. Schwab	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Rayford Wilkins, Jr.	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	Against
Best Buy Co., Inc.	12-Jun-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Incyte Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Julian C. Baker	Against
Incyte Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jean-Jacques Bienaime	Against
Incyte Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jacquelyn A. Fouse	Against
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andre Almeida	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marcelo Claure	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Srikant M. Datar	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Srinivasan Gopalan	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Timotheus Hottges	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christian P. Illek	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James Kavanaugh	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Raphael Kubler	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Thorsten Langheim	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Dominique Leroy	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Letitia A. Long	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director G. Michael (Mike) Sievert	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Teresa A. Taylor	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Kelvin R. Westbrook	Withhold
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lynne Hedley	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Matthew J. Wallach	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sandra D. Morgan	Withhold
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director John D. Rood	Withhold
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	2. Change State of Incorporation from Delaware to Nevada	Against
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Douglas M. Baker, Jr.	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director George S. Barrett	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christine A. Leahy	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dmitri L. Stockton	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Target Corporation	12-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	8. Report on Charitable Contributions	Against
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christopher L. Augustini	Against
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Daniel L. Mosley	Against
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark L. Shapiro	Against
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jonathan Talisman	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marla Blow	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary S. Briggs	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melissa Reiff	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Maverick Carter	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Chad Hollingsworth	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James Iovine	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gregory B. Maffei	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Randall T. Mays	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Latriece Watkins	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Exact Sciences Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paul Clancy	Against
Gaming and Leisure Properties, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James B. Perry	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gaming and Leisure Properties, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Barry F. Schwartz	Against
Monolithic Power Systems, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Eugen Elmiger	Withhold
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jonathan Chadwick	Withhold
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cindy Hoots	Withhold
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dan Scheinman	Withhold
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Grifols SA	13-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Grifols SA	13-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Amend Remuneration Policy	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Constantin H. Beier	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Margaret G. Lewis	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Christopher J. Niehaus	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Elisabeth T. Stheeman	Against
Monster Beverage Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary P. Fayard	Withhold
Monster Beverage Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven G. Pizula	Withhold
Monster Beverage Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark S. Vidergauz	Withhold
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James Murdoch	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kimbal Musk	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Ratify Performance Based Stock Options to Elon Musk	Against
Tesla, Inc.	13-Jun-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	10. Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian Armstrong	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frederick Ernest Ehram, III	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kelly A. Kramer	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gokul Rajaram	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Fred Wilson	Withhold
Fortinet, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William H. Neukom	Against
Fortinet, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Judith Sim	Against
Fortinet, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James Stavridis	Against
Fortinet, Inc.	14-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hankyu Hanshin Holdings, Inc.	14-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sumi, Kazuo	Against
Regeneron Pharmaceuticals, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Arthur F. Ryan	Against
CrowdStrike Holdings, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gerhard Watzinger	Withhold
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard K. Davis	Against
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gabrielle Sulzberger	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mastercard Incorporated	18-Jun-24	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Director Election Resignation Bylaw	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	7. Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against
Mastercard Incorporated	18-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Gender-Based Compensation and Benefits Inequities	Against
Workday, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Aneel Bhusri	Against
Workday, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas F. Bogan	Against
Workday, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lynne M. Doughtie	Against
Workday, Inc.	18-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Workday, Inc.	18-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against
Japan Post Bank Co., Ltd.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kasama, Takayuki	Against
NTT DATA Group Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Sakamoto, Eiichi	Against
Rivian Automotive, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jay Flatley	Withhold
Rivian Automotive, Inc.	18-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Block, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Randall Garutti	Withhold
LY Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kawabe, Kentaro	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LY Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Idezawa, Takeshi	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl W. Grise	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carla A. Harris	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Glenn Hubbard	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeh C. Johnson	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Denise M. Morrison	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Weinberger	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Kal Atwal as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Horst Baier as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Adam Crozier as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Karen Jones as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Chris Kennedy as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Cilla Snowball as Director	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.2. Elect Roger Rabalais to the Supervisory Board	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.3. Elect Martin Enderle to the Supervisory Board	Against
Japan Post Holdings Co., Ltd.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Masuda, Hiroya	Against
Nippon Sanso Holdings Corp.	19-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Akashi, Kentaro	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nippon Sanso Holdings Corp.	19-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Ichiya, Kohei	Against
West Japan Railway Co.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Ogura, Maki	Against
Yakult Honsha Co., Ltd.	19-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor Machida, Emi	Against
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph J. DeAngelo	Withhold
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph van Dokkum	Withhold
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger Fradin	Withhold
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Edward L. Monser	Withhold
Vertiv Holdings Co.	19-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Walker Bynoe	Withhold
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary Kay Haben	Withhold
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tahsinul Zia Huque	Withhold
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark S. Shapiro	Withhold
Equity Residential	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ivanhoe Mines Ltd.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2C. Elect Director Tadeu Carneiro	Withhold
Ivanhoe Mines Ltd.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2I. Elect Director Phumzile Mlambo-Ngcuka	Withhold
Ivanhoe Mines Ltd.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2K. Elect Director Delphine Traore	Withhold
Biogen Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Caroline D. Dorsa	Against
Biogen Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William A. Hawkins	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Biogen Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric K. Rowinsky	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Cheryl W. Grise	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hilal	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward J. Kelly, III	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stephanie P. Stahl	Against
Okta, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael Stankey	Withhold
Okta, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DoorDash, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elinor Mertz	Against
DoorDash, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Tony Xu	Against
DoorDash, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Shimada, Akira	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3. Appoint Shareholder Director Nominee Maeda, Tomoki	Against
Ricoh Co., Ltd.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamashita, Yoshinori	Against
Ricoh Co., Ltd.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oyama, Akira	Against
SCSK Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3. Elect Director and Audit Committee Member Miki, Yasuo	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.5. Elect Director Okubo, Tetsuo	Against
TAISEI Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Tanaka, Shigeyoshi	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TAISEI Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Aikawa, Yoshiro	Against
TAISEI Corp.	20-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1. Appoint Statutory Auditor Sato, Yasuhiro	Against
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel Dines	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philippe Botteri	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Laela Sturdy	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rebecca W. House	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert E. Switz	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Claudia Arney as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Catherine Bradley as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jeff Carr as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Sophie Gasperment as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Rakhi Goss-Custard as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Bill Lennie as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Elect BPIFRANCE INVESTISSEMENT as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Christine Anglade as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Claude Ehlinger as Director	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lester B. Knight	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.6. Elect Director Fulvio Conti	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.7. Elect Director Cheryl A. Francis	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.9. Elect Director Richard C. Notebaert	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gloria Santona	Against
NIPPON STEEL CORP.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hashimoto, Eiji	Against
NIPPON STEEL CORP.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Imai, Tadashi	Against
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against
Tobu Railway Co., Ltd.	21-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.5. Appoint Statutory Auditor Hayashi, Nobuhide	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1. Re-elect John Rishton as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Mary McDowell as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Gill Whitehead as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Louise Smalley as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Joanne Wilson as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Zheng Yin as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrew Ransom as Director	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marc Beilinson	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jay Clayton (Walter J. Clayton, III)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Mitra Hormozi	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Pamela Joyner	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director A.B. Krongard	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Lynn Swann	Against
MS&AD Insurance Group Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hara, Noriyuki	Against
Sompo Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Okumura, Mikio	Against
Sompo Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Endo, Isao	Against
Tokio Marine Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nagano, Tsuyoshi	Against
Tokio Marine Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Komiya, Satoru	Against
Dai-ichi Life Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director and Audit Committee Member Masuda, Koichi	Against
Dai-ichi Life Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.5. Elect Director and Audit Committee Member Nagase, Satoshi	Against
Asahi Kasei Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kobori, Hideki	Against
Asahi Kasei Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kudo, Koshiro	Against
JFE Holdings, Inc.	25-Jun-24	Japan	G	Director Election - Proxy Contest	Removal of Existing Board Directors	3. Remove Incumbent Director Kakigi, Koji	Against
Kajima Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Kajima Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Amano, Hiromasa	Against
Mitsubishi Electric Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Peter D. Pedersen	Against
MongoDB, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Roelof Botha	Withhold
MongoDB, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dev Ittycheria	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TOTO Ltd.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director and Audit Committee Member Marumori, Yasushi	Against
Toray Industries, Inc.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Expedia Group, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Barry Diller	Withhold
Expedia Group, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Dara Khosrowshahi	Withhold
Expedia Group, Inc.	25-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CarMax, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Shira D. Goodman	Against
CarMax, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Marcella Shinder	Against
CarMax, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mitchell D. Steenrod	Against
CarMax, Inc.	25-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Persis S. Drell	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Mark A. Stevens	Against
Robinhood Markets, Inc.	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan Rubinstein	Against
Robinhood Markets, Inc.	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Dara Treseder	Against
Mizuho Financial Group, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Uchida, Takakazu	Against
Mizuho Financial Group, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Imai, Seiji	Against
Mizuho Financial Group, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kihara, Masahiro	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Resona Holdings, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Minami, Masahiro	Against
Sumitomo Metal Mining Co. Ltd.	26-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3. Appoint Statutory Auditor Ieda, Tsuguya	Against
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Christophe Weber	Against
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Annual Bonus Payment for Directors and Statutory Auditors	4. Approve Annual Bonus	Against
The Chiba Bank, Ltd.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Yonemoto, Tsutomu	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.5. Elect Director Manabe, Seiji	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.7. Elect Director Sono, Kiyoshi	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Pollution	Phase Out Nuclear Facilities	4. Amend Articles to Add Provisions Concerning Management Based on CSR (Withdrawal from Nuclear Power Generation Business)	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Climate	Renewable Energy	5. Amend Articles to Add Provisions Concerning Management Based on CSR (Decarbonization Plan)	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	6. Amend Articles to Add Provisions Concerning Management Based on CSR (Information Disclosure and Dialogue)	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	7. Amend Articles to Add Provisions Concerning Management Based on CSR (Facility Safety Enhancement)	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Routine Business - Routine Business	Amend Meeting Procedures	9. Amend Articles to Keep Shareholder Meeting Minutes and Disclose Them to Public	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Director Election - Proxy Contest	Removal of Existing Board Directors	10. Remove Incumbent Director Sakakibara, Sadayuki	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Director Election - Proxy Contest	Removal of Existing Board Directors	11. Remove Incumbent Director Mori, Nozomu	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Director Election - Proxy Contest	Removal of Existing Board Directors	12. Remove Incumbent Director Tanaka, Motoko	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Pollution	Phase Out Nuclear Facilities	14. Amend Articles to Realize Zero Carbon Emissions without Nuclear Power Generation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Pollution	Phase Out Nuclear Facilities	15. Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Pollution	Phase Out Nuclear Facilities	16. Amend Articles to Ban Operation of Nuclear Power Generation Until Effectiveness of Nuclear Accident Evacuation Plan is Confirmed	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	17. Amend Articles to Dissolve The Federation of Electric Power Companies of Japan and Establish New Electric Industry Organization	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Pollution	Phase Out Nuclear Facilities	18. Amend Articles to Halt Operation of Nuclear Power Generation Until Appropriate Nuclear Damage Compensation System is Established	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Climate	Renewable Energy	19. Amend Articles to Contribute to Realization of Zero Carbon Society	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Pollution	Phase Out Nuclear Facilities	20. Amend Articles to Establish Stable Electricity Supply System without Nuclear Power Generation	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	E	Environmental - Climate	Renewable Energy	21. Amend Articles to Realize Zero Carbon Emissions by 2050	Against
Keisei Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Teshima, Tsuneaki	Against
Koito Manufacturing Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Yamaguchi, Hidemi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Shimizu, Hiroshi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.13. Elect Director Kamezawa, Hironori	Against
Obayashi Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Obayashi, Takeo	Against
Obayashi Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hasuwa, Kenji	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Odakyu Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.2. Elect Director and Audit Committee Member Hayashi, Takeshi	Against
Oriental Land Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Saigusa, Norio	Against
Oriental Land Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.4. Appoint Statutory Auditor Mashimo, Yukihito	Against
Oriental Land Co., Ltd.	27-Jun-24	Japan	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	6. Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation	Against
Sharp Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Po-Hsuan Wu	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Kunibe, Takeshi	Against
Suzuki Motor Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Suzuki, Toshihiro	Against
TOPPAN Holdings, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kaneko, Shingo	Against
TOPPAN Holdings, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maro, Hideharu	Against
Tokyu Corp.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Watanabe, Hajime	Against
Tokyu Corp.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.4. Appoint Statutory Auditor Inagaki, Seiji	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Stephen Daintith as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Hutchison as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Lesley Knox as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Coline McConville as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Peter McKellar as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Alexandra Schaapveld as Director	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Laura Alber	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Arnold Donald	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robin Washington	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Salesforce, Inc.	27-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Viewpoint Discrimination	Against
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dell Technologies Inc.	27-Jun-24	USA	S	Social - Charitable Spending	Charitable Contributions	4. Report on Charitable Contributions	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
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Walt Disney Company	03-Apr-24	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.1. Elect Management Nominee Director Michael B.G. Froman	For
The Walt Disney Company	03-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	For
FirstService Corporation	03-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Steve H. Grimshaw	Withhold
FirstService Corporation	03-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Frederick F. Reichheld	Withhold
FirstService Corporation	03-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1H. Elect Director Erin J. Wallace	Withhold
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors SEK 4.6 Million for Chairman and SEK 1.2 Million for Other Directors, Approve Remuneration for Committee Work	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.2. Reelect Jan Carlson as Director	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.8. Reelect Jacob Wallenberg as Director	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.10. Elect Karl Aberg as New Director	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12. Reelect Jan Carlson as Board Chairman	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16.1. Approve Long-Term Variable Compensation Program 2024 (LTV 2024)	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	16.2. Approve Equity Plan Financing LTV 2024	Against
Telefonaktiebolaget LM Ericsson	03-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	16.3. Approve Alternative Equity Plan Financing of LTV 2024, if Item 16.2 is Not Approved	Against
Canadian Imperial Bank of Commerce	04-Apr-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	5. SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
Canadian Imperial Bank of Commerce	04-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	6. SP 3: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
Canadian Imperial Bank of Commerce	04-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	7. SP 4: Advisory Vote on Environmental Policy	For
Canadian Imperial Bank of Commerce	04-Apr-24	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	8. SP 5: Disclosure of the CEO Compensation to Median Worker Pay Ratio	For
Scentre Group	04-Apr-24	Australia	G	Director Election - Director Election	Elect Director	3. Elect Guy Russo as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Dominic Barton as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Simon Henry as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Kaisa Hietala as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Sam Laidlaw as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Jennifer Nason as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	17. Re-elect Ngaire Woods as Director	Against
Rio Tinto Plc	04-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	18. Re-elect Ben Wyatt as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.H. Reelect Antonio Sarmento Gomes Mota as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.I. Reelect Rosa Maria Garcia Garcia as Director	Against
EDP Renovaveis SA	04-Apr-24	Spain	G	Director Election - Director Election	Elect Director	8.J. Reelect Jose Manuel Felix Morgado as Director	Against
UPM-Kymmene Oyj	04-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	2. Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Against
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	7. Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Against
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	9. Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Against
Carnival Corporation	05-Apr-24	Panama	G	Director Election - Director Election	Elect Director	12. Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Against
A. O. Smith Corporation	09-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Victoria M. Holt	Withhold
A. O. Smith Corporation	09-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ilham Kadri	Withhold
A. O. Smith Corporation	09-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	4. Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For
The Bank of New York Mellon Corporation	09-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nora A. Aufreiter	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Scott B. Bonham	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel (Don) H. Callahan	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael D. Penner	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Aaron W. Regent	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Calin Rovinescu	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director Benita M. Warmbold	Withhold
The Bank of Nova Scotia	09-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	5. SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
The Bank of Nova Scotia	09-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	For
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.a. Reelect Ahmed Al Umar as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Guenter von Au as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.h. Reelect Peter Steiner as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.j. Reelect Susanne Wamsler as Director	Against
Clariant AG	09-Apr-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Guenter von Au as Board Chair	Against
Clariant AG	09-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	6.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
ROCKWOOL A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
ROCKWOOL A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	7.4. Reelect Carsten Kahler as Director	Abstain
ROCKWOOL A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	7.5. Reelect Thomas Kahler (Chair) as Director	Abstain
ROCKWOOL A/S	10-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	7.6. Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	Abstain
ROCKWOOL A/S	10-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.b. Approve Remuneration Policy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Synopsys, Inc.	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeannine P. Sargent	Against
Synopsys, Inc.	10-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
EDP-Energias de Portugal SA	10-Apr-24	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ann M. Livermore	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Charles H. Noski	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary M. Reiner	Against
Hewlett Packard Enterprise Company	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Patricia F. Russo	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Teri P. McClure	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stuart Miller	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Armando Olivera	Against
Lennar Corporation	10-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey Sonnenfeld	Against
Lennar Corporation	10-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lennar Corporation	10-Apr-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions	For
Lennar Corporation	10-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Lennar Corporation	10-Apr-24	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Change	For
Zurich Insurance Group AG	10-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Gunn	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Karen L. Jurjevich	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Timothy R. Price	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Brandon W. Sweitzer	Against
Fairfax Financial Holdings Limited	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director William C. Weldon	Against
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mirko Bibic	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrew A. Chisholm	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Cynthia Devine	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Roberta L. Jamieson	Withhold
Royal Bank of Canada	11-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Maryann Turcke	Withhold
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	1. SP 1: Disclose Clean Energy to Fossil Fuel Financing Ratios	For
Royal Bank of Canada	11-Apr-24	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	3. SP 3: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
Royal Bank of Canada	11-Apr-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	4. SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
Royal Bank of Canada	11-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	5. SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
Royal Bank of Canada	11-Apr-24	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	6. SP 6: Report on Loans Made by the Bank in Support of the Circular Economy	For
Royal Bank of Canada	11-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	7. SP 7: Advisory Vote on Environmental Policies	For
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Richard Campbell-Breeden as Director	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Kathryn Shih as Director	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.3. Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.4. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Julius Baer Gruppe AG	11-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Adecco Group AG	11-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Isracard Ltd.	11-Apr-24	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	8. Elect Shachar Oshri as Director	Abstain
Isracard Ltd.	11-Apr-24	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	10. Elect Yael Shaham as Director	Abstain
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Marco Gadola as Director	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Elisa Oyj	12-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Elisa Oyj	12-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Elisa Oyj	12-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Maher Chebbo, Kim Ignatius, Katarina Kravi (Vice Chair), Pia Kall, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Christoph Vitzthum as New Director	Against
Swiss Re AG	12-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
IQVIA Holdings Inc.	16-Apr-24	USA	S	Social - Political Spending	Political Contributions Disclosure	3. Report on Political Contributions and Expenditures	For
IQVIA Holdings Inc.	16-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janice M. Babiak	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Craig W. Broderick	Withhold
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold
Bank of Montreal	16-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Lorraine Mitchelmore	Withhold
Bank of Montreal	16-Apr-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	4. SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
Bank of Montreal	16-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	5. SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
Bank of Montreal	16-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	For
Bank of Montreal	16-Apr-24	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	8. SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Therese Esperdy	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vincent A. Forlenza	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathryn M. Hill	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lloyd W. Howell, Jr.	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jose M. Minaya	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leslie F. Seidman	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Zig Serafin	Against
Moody's Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Bruce Van Saun	Against
Moody's Corporation	16-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Northern Trust Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Walker Bynoe	Against
Northern Trust Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay L. Henderson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Northern Trust Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Charles A. Tribbett, III	Against
Northern Trust Corporation	16-Apr-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	4. Report on Risks of Misaligning Proxy Votes with Client Preferences	For
M&T Bank Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robert T. Brady	Against
M&T Bank Corporation	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Carlton J. Charles	Against
M&T Bank Corporation	16-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly J. Harris	Against
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Roland A. Hernandez	Against
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. McKenney	Against
U.S. Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Scott W. Wine	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nicholas K. Akins	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director B. Evan Bayh, III	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jorge L. Benitez	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Katherine B. Blackburn	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Thomas H. Harvey	Against
Fifth Third Bancorp	16-Apr-24	USA	G	Director Election - Director Election	Elect Director	1p. Elect Director Marsha C. Williams	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Amy Banse	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frank Calderoni	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kathleen Oberg	Against
Adobe Inc.	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Daniel Rosensweig	Against
Adobe Inc.	17-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Adobe Inc.	17-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.c. Reelect Piero Ferrari as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.d. Reelect Delphine Arnault as Non-Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.f. Reelect Eduardo H. Cue as Non-Executive Director	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Crosswhite	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joia M. Johnson	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ruth Ann Marshall	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James T. Prokopanko	Against
Regions Financial Corporation	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lee J. Styslinger, III	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fettig	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Matthew Thornton, III	Against
The Sherwin-Williams Company	17-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	For
Huntington Bancshares Incorporated	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Katherine M. A. (Allie) Kline	Against
Huntington Bancshares Incorporated	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Richard W. Neu	Against
Huntington Bancshares Incorporated	17-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director David L. Porteous	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Thomas Bachmann as Director	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Werner Karlen as Director	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
Geberit AG	17-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Geberit AG	17-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Against
Geberit AG	17-Apr-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report	Against
Geberit AG	17-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles M. Holley, Jr.	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael M. McNamara	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Virginia M. Wilson	Against
Carrier Global Corporation	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Beth A. Wozniak	Against
Carrier Global Corporation	18-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Carrier Global Corporation	18-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward F. Lonergan	Against
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Maryann T. Mannen	Against
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suzanne P. Nimocks	Against
Owens Corning	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John D. Williams	Against
The Toronto-Dominion Bank	18-Apr-24	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	6. SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
The Toronto-Dominion Bank	18-Apr-24	Canada	E	Environmental - Climate	GHG Emissions	7. SP 2: Disclose Transition Activities Towards 2030 Emission Reduction Targets	For
The Toronto-Dominion Bank	18-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	9. SP 4: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
The Toronto-Dominion Bank	18-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	10. SP 5: Advisory Vote on Environmental Policies	For
Genting Singapore Limited	18-Apr-24	Singapore	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5(b). Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orkla ASA	18-Apr-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Statement (Advisory Vote)	Against
Orkla ASA	18-Apr-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	5.1. Authorize Repurchase of Shares for Use in Employee Incentive Programs	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.3. Elect Roland Busch to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.6. Elect Peer Schatz to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.7. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Peter Koerte to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Wolfgang Herz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Frederic Pflanz to the Supervisory Board	Against
Beiersdorf AG	18-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Reinhard Poellath to the Supervisory Board	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Elect Alexandre Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Elect Frederic Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Javed Ahmed	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Stephen J. Hagge	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jesus Madrazo Yris	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anne P. Noonan	Against
CF Industries Holdings, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Celso L. White	Against
PPG Industries, Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael W. Lamach	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David T. Feinberg	Against
Humana Inc.	18-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
Humana Inc.	18-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Humana Inc.	18-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	For
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.1. Reelect Tom Johnstone as Director	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.3. Reelect Katarina Martinson as Director	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.5. Reelect Daniel Nodhall as Director	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11a.6. Reelect Lars Pettersson as Director	Against
Husqvarna AB	18-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	11b. Reelect Tom Johnstone as Board Chair	Against
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Yvon Charest	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Patricia Curadeau-Grou	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Karen Kinsley	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Robert Pare	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Macky Tall	Withhold
National Bank of Canada	19-Apr-24	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	7.1. SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For
National Bank of Canada	19-Apr-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	7.2. SP 2: Advisory Vote on Environmental Policies	For
Recordati SpA	22-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.a. Approve Remuneration Policy	Against
Recordati SpA	22-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Second Section of the Remuneration Report	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Simone Bagel-Trah to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Lutz Bunnenberg to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Benedikt-Richard Freiherr von Herman to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Barbara Kux to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Anja Langenbacher to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Paul Achleitner to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Simone Bagel-Trah to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Kaspar von Braun to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Christoph Kneip to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Thomas Manchot to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Konstantin von Unger to the Shareholders' Committee	Against
ING Groep NV	22-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7A. Reelect Juan Colombas to Supervisory Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ING Groep NV	22-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7B. Reelect Herman Hulst to Supervisory Board	Against
ING Groep NV	22-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7C. Reelect Harold Naus to Supervisory Board	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Johan Bygge as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.c. Reelect Cecilia Daun Wennborg as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Dan Frohm as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Johan Malmquist as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.g. Reelect Malin Persson as Director	Against
Getinge AB	22-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.i. Reelect Johan Malmquist as Board Chair	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gayla J. Delly	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eddy W. Hartenstein	Against
Broadcom Inc.	22-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Check Kian Low	Against
Broadcom Inc.	22-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Revvity, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barrett	Against
Revvity, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michel Vounatsos	Against
Revvity, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Frank Witney	Against
Revvity, Inc.	23-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Revvity, Inc.	23-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Revvity, Inc.	23-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	For
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric L. Zinterhofer	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director W. Lance Conn	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gregory B. Maffei	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director John D. Markley, Jr.	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James E. Meyer	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Steven A. Miron	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Michael A. Newhouse	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mauricio Ramos	Against
Charter Communications, Inc.	23-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Charter Communications, Inc.	23-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Charter Communications, Inc.	23-Apr-24	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Report on Political Contributions and Expenditures	For
American Electric Power Company, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Sandra Beach Lin	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert F. Friel	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah L. V. Keller	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Douglas A. Michels	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paolo Pucci	Against
West Pharmaceutical Services, Inc.	23-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	For
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Robert Noel as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Humphrey Singer as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Irene Dorner as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lord Jitesh Gadhia as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Scilla Grimble as Director	Against
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Mark Castle as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Taylor Wimpey Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Clodagh Moriarty as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Patrick Flynn as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Stuart Lewis as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mark Seligman as Director	Against
NatWest Group Plc	23-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Lena Wilson as Director	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Agnes Bundy Scanlan	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Dallas S. Clement	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Charles A. Patton	Against
Truist Financial Corporation	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Thomas E. Skains	Against
Truist Financial Corporation	23-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Boliden AB	23-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	16.g. Reelect Karl-Henrik Sundstrom as Director	Against
Boliden AB	23-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	16.i. Reelect Karl-Henrik Sundstrom as Board Chairman	Against
Rollins, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director P. Russell Hardin	Withhold
Bio-Rad Laboratories, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Melinda Litherland	Against
Bio-Rad Laboratories, Inc.	23-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Arnold A. Pinkston	Against
Entegris, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rodney Clark	Against
Entegris, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James P. Lederer	Against
Entegris, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Azita Saleki-Gerhardt	Against
Entegris, Inc.	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory H. Boyce	Withhold
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Bruce R. Brook	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jane Nelson	Withhold
Newmont Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Julio M. Quintana	Withhold
Aptiv PLC	24-Apr-24	Jersey	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
BorgWarner Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Sara A. Greenstein	Against
BorgWarner Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Shaun E. McAlmont	Against
BorgWarner Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Hau N. Thai-Tang	Against
BorgWarner Inc.	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	E	Environmental - Climate	Reporting on Climate Transition Plan	3. Management Advisory Vote on Climate Change	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	G	Director Election - Director Election	Elect Director	4.1. Elect Director John Baird	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	G	Director Election - Director Election	Elect Director	4.9. Elect Director Jane L. Peverett	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	G	Director Election - Director Election	Elect Director	4.10. Elect Director Andrea Robertson	Against
Canadian Pacific Kansas City Limited	24-Apr-24	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. SP 1: Adopt a Paid Sick Leave Policy	For
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director Gregory R. Page	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerald B. Smith	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect Director Dorothy C. Thompson	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Darryl L. Wilson	Against
Eaton Corporation plc	24-Apr-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Denise R. Singleton	Against
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Simon M. Lorne	Against
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Wesley W. von Schack	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teledyne Technologies Incorporated	24-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	For
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sharon L. Allen	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda P. Hudson	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Clayton S. Rose	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Michael D. White	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Thomas D. Woods	Against
Bank of America Corporation	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Maria T. Zuber	Against
Bank of America Corporation	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Bank of America Corporation	24-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Bank of America Corporation	24-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Bank of America Corporation	24-Apr-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	7. Report on Clean Energy Supply Financing Ratio	For
Bank of America Corporation	24-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	8. Provide Right to Act by Written Consent	For
Bank of America Corporation	24-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	9. Require Independent Board Chair	For
Bank of America Corporation	24-Apr-24	USA	S	Social - Human Capital Management	Report on Pay Disparity	10. Improve Executive Compensation Program and Policy	For
Entain Plc	24-Apr-24	Isle of Man	G	Director Election - Director Election	Elect Director	5. Re-elect Barry Gibson as Director	Against
Entain Plc	24-Apr-24	Isle of Man	G	Director Election - Director Election	Elect Director	8. Re-elect Virginia McDowell as Director	Against
Entain Plc	24-Apr-24	Isle of Man	G	Director Election - Director Election	Elect Director	10. Re-elect Rahul Welde as Director	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	24-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve 2024 Performance Shares Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Katherine D. Jaspon	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Beatriz R. Perez	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director E. Scott Santi	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Susan Slavik Williams	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Lucas E. Watson	Against
W.W. Grainger, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Steven A. White	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William J. DeLaney	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elder Granger	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark B. McClellan	Against
The Cigna Group	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Donna F. Zarcone	Against
The Cigna Group	24-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGeso	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher J. Williams	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brian T. Shea	Against
Ameriprise Financial, Inc.	24-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.a. Reelect Michele Burns as Independent Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.b. Reelect Paul Cornet de Ways Ruart as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.c. Reelect Gregoire de Spoelberch as Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.d. Reelect Paulo Lemann as Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.e. Reelect Alexandre Van Damme as Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.f. Reelect Martin J. Barrington as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.g. Reelect Salvatore Mancuso as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Director Election - Director Election	Elect Director	A.7.h. Reelect Alejandro Santo Domingo as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-Apr-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	A.9. Approve Remuneration Report	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Lloyd Pitchford as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Stephan Nanninga as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Vin Murria as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Pam Kirby as Director	Against
Bunzl Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Jacky Simmonds as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.a. Reelect Carl Bennet as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.b. Reelect Ulrika Dellby as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Erik Gabrielson as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	15.g. Reelect Axel Wachtmeister as Director	Against
Lifco AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15.j. Reelect Carl Bennet as Board Chair	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marjorie Rodgers Cheshire	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrew T. Feldstein	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard J. Harshman	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Hesse	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Renu Khator	Against
The PNC Financial Services Group, Inc.	24-Apr-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Risk Management and Implementation of Human Rights Statement	For
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6A. Re-elect Sir Douglas Flint as Director	Against
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6B. Re-elect Jonathan Asquith as Director	Against
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6D. Re-elect John Devine as Director	Against
abrdn Plc	24-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6E. Re-elect Hannah Grove as Director	Against
Assa Abloy AB	24-Apr-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Johan Hjertsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Against
Assa Abloy AB	24-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a2. Reelect Johan Forssell as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a4. Reelect Anna Ohlsson-Leijon as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Hans Straberg as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.a7. Reelect Peter Wallenberg Jr as Director	Against
Atlas Copco AB	24-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.c. Reelect Hans Straberg as Board Chair	Against
Amplifon SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Amplifon SpA	24-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against
Healthpeak Properties, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Katherine M. Sandstrom	Against
Healthpeak Properties, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sara G. Lewis	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Todd M. Bluedorn	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Pamela H. Patsley	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert E. Sanchez	Against
Texas Instruments Incorporated	25-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Texas Instruments Incorporated	25-Apr-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William P. Hankowsky	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Edward J. Kelly, III	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Terrance J. Lillis	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Marita Zuraitis	Against
Citizens Financial Group, Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Edison International	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Edison International	25-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director F. Thaddeus Arroyo	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joia M. Johnson	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ruth Ann Marshall	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Connie D. McDaniel	Against
Global Payments Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Turner	Against
Global Payments Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Global Payments Inc.	25-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Global Payments Inc.	25-Apr-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions and Expenditures	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NRG Energy, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Matthew Carter, Jr.	Against
NRG Energy, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Heather Cox	Against
NRG Energy, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Elisabeth B. Donohue	Against
NRG Energy, Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Desmond-Hellmann	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Echevarria	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Helen H. Hobbs	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Dan R. Littman	Against
Pfizer Inc.	25-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Pfizer Inc.	25-Apr-24	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Stated Values and Priorities	For
RELX Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Paul Walker as Director	Against
RELX Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Robert MacLeod as Director	Against
RELX Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Suzanne Wood as Director	Against
Domino's Pizza, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew B. Balson	Withhold
Domino's Pizza, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diana F. Cantor	Withhold
Domino's Pizza, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Patricia E. Lopez	Withhold
Domino's Pizza, Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen L. Eastman	Against
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rita J. Heise	Against
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Hsenghung Sam Hsu	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastenal Company	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel L. Johnson	Against
Fastenal Company	25-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Globe Life Inc.	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Francesca M. Edwardson	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sharilyn S. Gasaway	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Thad (John B., III) Hill	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Persio Lisboa	Against
J.B. Hunt Transport Services, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James L. Robo	Against
Muenchener Ruckversicherungs-Gesellschaft AG	25-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Nikolaus von Bomhard to the Supervisory Board	Against
Snap-on Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against
Snap-on Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Henry W. Kneuppel	Against
Snap-on Incorporated	25-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
The AES Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Teresa M. Sebastian	Against
The AES Corporation	25-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Dominic Blakemore as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Martin Brand as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kathleen DeRose as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tsega Gebreyes as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Scott Guthrie as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Cressida Hogg as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Val Rahmani as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Don Robert as Director	Against
London Stock Exchange Group plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect William Vereker as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1a. Re-elect Richie Boucher as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1f. Re-elect Badar Khan as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Re-elect Lamar McKay as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1j. Re-elect Gillian Platt as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1k. Re-elect Mary Rhinehart as Director	Against
CRH Plc	25-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	1l. Re-elect Siobhan Talbot as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Roger Devlin as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Nigel Mills as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Annemarie Durbin as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrew Wyllie as Director	Against
Persimmon Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Shirine Khoury-Haq as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Dame Elizabeth Corley as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Ian King as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Rakhi Goss-Custard as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deborah Waterhouse as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Matthew Westerman as Director	Against
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Claire Fitzalan Howard as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schroders Plc	25-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Leonie Schroder as Director	Against
TFI International Inc.	25-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Leslie Abi-Karam	Against
TFI International Inc.	25-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Berard	Against
TFI International Inc.	25-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Neil Donald Manning	Against
Akzo Nobel NV	25-Apr-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6d. Reelect B.E. Grote to Supervisory Board	Against
HCA Healthcare, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert J. Dennis	Against
HCA Healthcare, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nancy-Ann DeParle	Against
HCA Healthcare, Inc.	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Wayne J. Riley	Against
HCA Healthcare, Inc.	25-Apr-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Risks Regarding Patients' Right to Access Abortions in Emergencies	For
HCA Healthcare, Inc.	25-Apr-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	6. Report on Patient Feedback Regarding Quality Care	For
HCA Healthcare, Inc.	25-Apr-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	7. Report on Maternal Health Outcomes	For
Sampo Oyj	25-Apr-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Mäkinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Against
Avery Dennison Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bradley A. Alford	Against
Avery Dennison Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patrick T. Siewert	Against
Avery Dennison Corporation	25-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William R. Wagner	Against
Intuitive Surgical, Inc.	25-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Gender/Racial Pay Gap	For
Kering SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Transaction with Maureen Chiquet, Director	Against
Kering SA	25-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	25-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Bouygues SA	25-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO and Vice-CEOs	Against
Bouygues SA	25-Apr-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	25-Apr-24	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Heineken Holding NV	25-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	9. Reelect J.F.M.L. van Boxmeer as Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	11. Reelect Gilles Martin as Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	12. Reelect Yves-Loic Martin as Non-Executive Director	Against
Eurofins Scientific SE	25-Apr-24	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Against
Umicore SA	25-Apr-24	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.1. Reelect Thomas Leysen as Member of the Supervisory Board	Against
Umicore SA	25-Apr-24	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.2. Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Against
Umicore SA	25-Apr-24	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.3. Reelect Mark Garrett as an Independent Member of the Supervisory Board	Against
Abbott Laboratories	26-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kingspan Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Jost Massenber as Director	Against
Kingspan Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Linda Hickey as Director	Against
Kingspan Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	3g. Re-elect Anne Heraty as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SITC International Holdings Company Limited	26-Apr-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
SITC International Holdings Company Limited	26-Apr-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
SITC International Holdings Company Limited	26-Apr-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Adopt Share Scheme and Terminate Existing Share Award Scheme	Against
Stanley Black & Decker, Inc.	26-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
A.P. Moller-Maersk A/S	26-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	B.2. Elect Robert M. Ugglas as Director	Abstain
A.P. Moller-Maersk A/S	26-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	E. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board for Svitzer Group	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.4. Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.8. Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Against
Continental AG	26-Apr-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Against
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Brent B. Bickett	Against
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deborah A. Farrington	Against
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Linda P. Mantia	Against
Dayforce, Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ganesh B. Rao	Against
Hang Lung Properties Limited	26-Apr-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Hang Lung Properties Limited	26-Apr-24	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5a. Re-elect Irial Finan as Director	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5d. Re-elect Anne Anderson as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5e. Re-elect Frits Beurskens as Director	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5h. Re-elect Kaisa Hietala as Director	Against
Smurfit Kappa Group Plc	26-Apr-24	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect James Lawrence as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Thomas von Planta as Director and Board Chair	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Christoph Maeder as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Markus Neuhaus as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Christoph Maeder as Member of the Compensation Committee	Against
Baloise Holding AG	26-Apr-24	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6.1. Amend Articles Re: Removal of Restrictions on Registration and Voting Rights	For
Baloise Holding AG	26-Apr-24	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6.2. Amend Articles Re: Regulation on Nominees	For
Baloise Holding AG	26-Apr-24	Switzerland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6.3. Amend Articles Re: Qualified Majority for Adoption of Resolutions	For
Baloise Holding AG	26-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Pearson Plc	26-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sherry Coutu as Director	Against
Pearson Plc	26-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Agnico Eagle Mines Limited	26-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Peter Grosskopf	Withhold
Agnico Eagle Mines Limited	26-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey Parr	Withhold
Agnico Eagle Mines Limited	26-Apr-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Jamie C. Sokalsky	Withhold
Kellanova	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Zack Gund	Against
Kellanova	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Donald Knauss	Against
Kellanova	26-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Kellanova	26-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gap	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kellanova	26-Apr-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	7. Report on Risks Associated with Pesticide Use in Supply Chain	For
Graco Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Archie C. Black	Against
Graco Inc.	26-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brett C. Carter	Against
Graco Inc.	26-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Evolution AB	26-Apr-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9. Approve Remuneration of Directors in the Amount of EUR 400,000 to Chairman and EUR 100,000 for Other Directors	Against
Evolution AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Joel Citron as Director	Against
Evolution AB	26-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Ian Livingstone as Director	Against
Genuine Parts Company	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold
Genuine Parts Company	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Vivendi SE	29-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Paycom Software, Inc.	29-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Felicia Williams	Against
Paycom Software, Inc.	29-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sandvik Aktiebolag	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	14.4. Reelect Johan Molin as Director	Against
Sandvik Aktiebolag	29-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Johan Molin as Board Chair	Against
Sandvik Aktiebolag	29-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.1. Reelect Ola Rollen as Director	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Marta Schorling Andreen as Director	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.4. Reelect Sofia Schorling Hogberg as Director	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Gun Nilsson as Director	Against
Hexagon AB	29-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.10. Reelect Ola Rollen as Board Chair	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John C. Dugan	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter B. Henry	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gary M. Reiner	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Diana L. Taylor	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Casper W. von Koskull	Against
Citigroup Inc.	30-Apr-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Citigroup Inc.	30-Apr-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Citigroup Inc.	30-Apr-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Report on Respecting Indigenous Peoples' Rights	For
Citigroup Inc.	30-Apr-24	USA	S	Social - Animal Welfare	Animal Welfare	10. Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	For
Constellation Energy Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Bradley M. Halverson	Withhold
Constellation Energy Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles L. Harrington	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Philip Calian	Withhold
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Contis	Withhold
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Constance Freedman	Withhold
Equity LifeStyle Properties, Inc.	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Exelon Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John Young	Against
Exelon Corporation	30-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Hermes International SCA	30-Apr-24	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	30-Apr-24	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	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-24	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	30-Apr-24	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	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Reelect Blaise Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Sandoz Group AG	30-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
VICI Properties Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Diana F. Cantor	Against
VICI Properties Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elizabeth I. Holland	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VICI Properties Inc.	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael D. Rumbolz	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	11. Elect Francesco Milleri as Director	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dame Alison J. Carnwath	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roderick C. McGeary	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Gregory M. E. Spierkel	Against
PACCAR Inc	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
PACCAR Inc	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
PACCAR Inc	30-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Ingrid Hengster as Supervisory Board Member	Against
VERBUND AG	30-Apr-24	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Eva Eberhartinger as Supervisory Board Member	Against
Anglo American Plc	30-Apr-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Ian Ashby as Director	Against
International Business Machines Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Alfred W. Zollar	Against
International Business Machines Corporation	30-Apr-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
International Business Machines Corporation	30-Apr-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Provide Right to Act by Written Consent	For
International Business Machines Corporation	30-Apr-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	7. Report on Climate Lobbying	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
International Business Machines Corporation	30-Apr-24	USA	E	Environmental - Climate	GHG Emissions	8. Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	For
Amplifon SpA	30-Apr-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	1. Amend Company Bylaws Re: Article 13	Against
Amplifon SpA	30-Apr-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Company Bylaws Re: Article 10	Against
Amplifon SpA	30-Apr-24	Italy	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Capital Increase and Convertible Bond Issuance Without Preemptive Rights	Against
Amplifon SpA	30-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend Company Bylaws	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Eduardo E. Cordeiro	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carol Anthony ("John") Davidson	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathy L. Fortmann	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director C. Scott Greer	Against
FMC Corporation	30-Apr-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Margareth Ovrum	Against
FMC Corporation	30-Apr-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oversea-Chinese Banking Corporation Limited	30-Apr-24	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Against
Air Liquide SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Monica de Virgiliis as Director	Against
ArcelorMittal SA	30-Apr-24	Luxembourg	G	Director Election - Director Election	Elect Director	IX. Reelect Clarissa Lins as Director	Against
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	Abstain
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Heine Dalsgaard as Director	Abstain
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.c. Reelect Kasim Kutay as Director	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novonesis AS Novozymes AS	30-Apr-24	Denmark	G	Director Election - Director Election	Elect Director	8.g. Reelect Kim Stratton as Director	Abstain
Carlisle Companies Incorporated	01-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Maia A. Hansen	Against
Carlisle Companies Incorporated	01-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bryce Blair	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kristin A. Campbell	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Karin M. Klein	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter D. Linneman	Against
Regency Centers Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director David P. O'Connor	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Alvera	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephanie C. Hill	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Rebecca Jacoby	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Richard E. Thornburgh	Against
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Victor E. Bell, III	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director H. Lee Durham, Jr.	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Robert E. Mason, IV	Withhold
First Citizens BancShares, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Robert T. Newcomb	Withhold
Pool Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James "Jim" D. Hope	Against
Pool Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Carlos A. Sabater	Against
Pool Corporation	01-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David G. Whalen	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vistra Corp.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hilary E. Ackermann	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kathryn J. Boor	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Roger W. Ferguson, Jr.	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christina Gold	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kevin O'Byrne	Against
International Flavors & Fragrances Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dawn C. Willoughby	Against
International Flavors & Fragrances Inc.	01-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	5. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alexis M. Herman	Against
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jan G. Swartz	Against
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Daniel J. Taylor	Against
MGM Resorts International	01-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ben Winston	Against
MGM Resorts International	01-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Molina Healthcare, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven J. Orlando	Against
Molina Healthcare, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ronna E. Romney	Against
Molina Healthcare, Inc.	01-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dale B. Wolf	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect John Bryant as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2b. Re-elect Nancy Dubuc as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2d. Re-elect Alfred Hurley Jr as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2f. Re-elect Holly Koeppl as Director	Against
Flutter Entertainment Plc	01-May-24	Ireland	G	Director Election - Director Election	Elect Director	2g. Re-elect Carolan Lennon as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Rupert Soames as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Marc Owen as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Angie Risley as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Approve Restricted Share Plan	Against
Boston Scientific Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Edward J. Ludwig	Against
Boston Scientific Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John E. Sununu	Against
Boston Scientific Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ellen M. Zane	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark L. Feidler	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert D. Marcus	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Melissa D. Smith	Against
Equifax Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Audrey Boone Tillman	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	02-May-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	4. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
United Parcel Service, Inc.	02-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard H. Fearon	Withhold
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Stephen J. Hagge	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James H. Miller	Withhold
Crown Holdings, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Caesar F. Sweitzer	Withhold
Crown Holdings, Inc.	02-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	10. Elect Dominic Barton as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	12. Elect Simon Henry as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	13. Elect Kaisa Hietala as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	14. Elect Sam Laidlaw as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	15. Elect Jennifer Nason as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	17. Elect Ngairé Woods as Director	Against
Rio Tinto Limited	02-May-24	Australia	G	Director Election - Director Election	Elect Director	18. Elect Ben Wyatt as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5g. Re-elect Elaine MacLean as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5i. Re-elect Brendan McDonagh as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5j. Re-elect Helen Normoyle as Director	Against
AIB Group plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	5m. Re-elect James Pettigrew as Director	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ann Fritz Hackett	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Francois Locoh-Donou	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Peter E. Raskind	Against
Capital One Financial Corporation	02-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mayo A. Shattuck, III	Against
Capital One Financial Corporation	02-May-24	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	5. Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	For
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.2. Reelect Sonja De Becker as Director	Against
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.3. Reelect Liesbet Okkerse as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.4. Reelect Erik Clinck as Director	Against
KBC Group SA/NV	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	12.5. Reelect Theodoros Roussis as Director	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter J. Blake	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jeffrey S. Chisholm	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Cathryn E. Cranston	Against
Toromont Industries Ltd.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Katherine A. Rethy	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect George Culmer as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrea Blance as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Patrick Flynn as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Shonaid Jemmett-Page as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Mohit Joshi as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Pippa Lambert as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Jim McConville as Director	Against
Aviva Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	17. Re-elect Michael Mire as Director	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Marcel R. Coutu	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Andre Desmarais	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Paul Desmarais, Jr.	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Susan J. McArthur	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director R. Jeffrey Orr	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.16. Elect Director T. Timothy Ryan	Against
Great-West Lifeco Inc.	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.19. Elect Director Brian E. Walsh	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel Debow	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director William A. Downe	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director M. Marianne Harris	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Claudia Kotchka	Against
Loblaw Companies Limited	02-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Sarah Raiss	Against
Loblaw Companies Limited	02-May-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	4. SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John T. Cahill	Against
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lori Dickerson Fouche	Against
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alicia Knapp	Against
The Kraft Heinz Company	02-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John C. Pope	Against
The Kraft Heinz Company	02-May-24	USA	E	Environmental - Pollution	Recycling	4. Report on Recyclability Claims	For
The Kraft Heinz Company	02-May-24	USA	S	Social - Animal Welfare	Animal Welfare	5. Phase out Purchasing of Pork from Suppliers Using Gestation Stalls	For
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bradlen S. Cashaw	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bradley C. Irwin	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan G. Saideman	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ravichandra K. Saligram	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Janet S. Vergis	Against
Church & Dwight Co., Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Laurie J. Yoler	Against
Church & Dwight Co., Inc.	02-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert F. Cummings, Jr.	Against
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger W. Ferguson, Jr.	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kevin J. Martin	Against
Corning Incorporated	02-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Hansel E. Tookes, II	Against
Corning Incorporated	02-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
TransUnion	02-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Russell P. Fradin	Against
TransUnion	02-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Pamela A. Joseph	Against
TransUnion	02-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas L. Monahan, III	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
Cadence Design Systems, Inc.	02-May-24	USA	G	Takeover Related - Takeover - Restricting	Eliminate/Restrict Right to Act by Written Consent	4. Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Against
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4c. Re-elect Emer Gilvarry as Director	Against
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4d. Re-elect Michael Kerr as Director	Against
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4f. Re-elect Tom Moran as Director	Against
Kerry Group Plc	02-May-24	Ireland	G	Director Election - Director Election	Elect Director	4g. Re-elect Christopher Rogers as Director	Against
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Andrew Bonfield as Director	Against
Reckitt Benckiser Group Plc	02-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir Jeremy Darroch as Director	Against
Groupe Bruxelles Lambert SA	02-May-24	Belgium	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
Groupe Bruxelles Lambert SA	02-May-24	Belgium	G	Director Election - Director Election	Elect Director	5.1. Reelect Ian Gallienne as Director	Against
Groupe Bruxelles Lambert SA	02-May-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Azrieli Group Ltd.	02-May-24	Israel	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	1. Approve One-Time Special Grant to Eyal Chenkin, CEO	Against
Azrieli Group Ltd.	02-May-24	Israel	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Updated Compensation Policy for the Directors and Officers of the Company	Against
Azrieli Group Ltd.	02-May-24	Israel	G	Director Election - Director Election	Elect Director	6. Elect Irit Sekler-Pilosof as Director	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Susan Crown	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Darrell L. Ford	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James W. Griffith	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Pamela B. Strobel	Against
Illinois Tool Works Inc.	03-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	For
AbbVie Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Rebecca B. Roberts	Against
AbbVie Inc.	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Glenn F. Tilton	Against
AbbVie Inc.	03-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	For
AbbVie Inc.	03-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
AbbVie Inc.	03-May-24	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Deborah L. DeHaas	Against
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director H. John Gilbertson, Jr.	Against
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kristiane C. Graham	Against
Dover Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael F. Johnston	Against
Dover Corporation	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Klepierre SA	03-May-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect David Simon as Supervisory Board Member	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Svein Brandtzaeg as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Sue Clark as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Anke Groth as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Saki Macozoma as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Dominique Reiniche as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Dame Angela Strank as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Philip Yea as Director	Against
Mondi Plc	03-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Stephen Young as Director	Against
Teleflex Incorporated	03-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stephen K. Klasko	Against
Teleflex Incorporated	03-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stuart A. Randle	Against
Teleflex Incorporated	03-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teleflex Incorporated	03-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robin A. Abrams	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director D. Jeffrey Richardson	Against
Lattice Semiconductor Corporation	03-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Elizabeth Schwarting	Against
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2b. Elect Director Nicolas Darveau-Garneau	Withhold
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2e. Elect Director William Linton	Withhold
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2f. Elect Director Audrey Mascarenhas	Withhold
TMX Group Limited	03-May-24	Canada	G	Director Election - Director Election	Elect Director	2h. Elect Director Monique Mercier	Withhold
CNH Industrial NV	03-May-24	Netherlands	G	Director Election - Director Election	Elect Director	1.a. Reelect Suzanne Heywood as Executive Director	Against
CNH Industrial NV	03-May-24	Netherlands	G	Director Election - Director Election	Elect Director	1.g. Reelect Alessandro Nasi as Non-Executive Director	Against
CNH Industrial NV	03-May-24	Netherlands	G	Director Election - Director Election	Elect Director	1.h. Reelect Vagn Sorensen as Non-Executive Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CNH Industrial NV	03-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.a. Approve Remuneration Policy	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.2. Reelect Anders Dahlvig as Director	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.5. Reelect Karl-Johan Persson as Director	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	12.6. Reelect Christian Sievert as Director	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	12.9. Reelect Karl-Johan Persson as Board Chair	Against
H&M Hennes & Mauritz AB	03-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.a. Reelect Sten Duner (Chair) as Director	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.b. Reelect Erik Selin as Director	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.c. Reelect Fredrik Svensson as Director	Against
Fastighets AB Balder	03-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.d. Reelect Anders Wennergren as Director	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Linda W. Clement-Holmes	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dirk J. Debbink	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jill P. Meyer	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gretchen W. Schar	Against
Cincinnati Financial Corporation	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Douglas S. Skidmore	Against
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	04-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas S. Murphy, Jr.	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	2. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	For
Berkshire Hathaway Inc.	04-May-24	USA	E	Environmental - Climate	GHG Emissions	3. Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	For
Berkshire Hathaway Inc.	04-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Berkshire Hathaway Inc.	04-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Railroad Safety Committee	For
Moderna, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Robert Langer	Against
Moderna, Inc.	06-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ronald Sugar	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ursula Burns	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert Eckert	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Wan Ling Martello	Against
Uber Technologies, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David I. Trujillo	Against
Uber Technologies, Inc.	06-May-24	USA	S	Social - Health & Safety	Facility Safety	5. Commission a Third-Party Audit on Driver Health and Safety	For
Eli Lilly and Company	06-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	06-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Eli Lilly and Company	06-May-24	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Eli Lilly and Company	06-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	9. Adopt a Comprehensive Human Rights Policy	For
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Walter J. Clayton, III	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore J. Leonsis	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Deborah P. Majoras	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Daniel L. Vasella	Against
American Express Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Christopher D. Young	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Express Company	06-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement to Shareholder Vote	For
American Express Company	06-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Herbert Haas to the Supervisory Board	Against
Hannover Rueck SE	06-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Torsten Leue to the Supervisory Board	Against
PulteGroup, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bryce Blair	Against
PulteGroup, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Cheryl W. Grise	Against
PulteGroup, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Scott F. Powers	Against
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director M. Diane Koken	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	06-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Juan R. Perez	Withhold
The Hershey Company	06-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	For
The Hershey Company	06-May-24	USA	E	Environmental - Pollution	Recycling	5. Report on Support for a Circular Economy for Packaging	For
IDEXX Laboratories, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bruce L. Claffin	Against
IDEXX Laboratories, Inc.	06-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Asha S. Collins	Against
Albemarle Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Glenda J. Minor	Against
Albemarle Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James J. O'Brien	Against
Albemarle Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Alejandro D. Wolff	Against
Albemarle Corporation	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Expeditors International of Washington, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mark A. Emmert	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Expeditors International of Washington, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Diane H. Gulyas	Against
Expeditors International of Washington, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Liane J. Pelletier	Against
Expeditors International of Washington, Inc.	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Expeditors International of Washington, Inc.	07-May-24	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Fortune Brands Innovations, Inc.	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
T. Rowe Price Group, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eileen P. Rominger	Against
T. Rowe Price Group, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert J. Stevens	Against
T. Rowe Price Group, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Alan D. Wilson	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Franklin W. Hobbs	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mayree C. Clark	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kim S. Fennebresque	Against
Ally Financial Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Marjorie Magner	Against
Arthur J. Gallagher & Co.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sherry Barrat	Against
Arthur J. Gallagher & Co.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David Johnson	Against
Arthur J. Gallagher & Co.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Chris Miskel	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Patricia B. Morrison	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stephen N. Oesterle	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brent Shafer	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Cathy R. Smith	Against
Baxter International Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David S. Wilkes	Against
Baxter International Inc.	07-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Carlos M. Cardoso	Withhold
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Anthony J. Guzzi	Withhold
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Neal J. Keating	Withhold
Hubbell Incorporated	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Bonnie C. Lind	Withhold
IDEX Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Buthman	Against
IDEX Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lakecia N. Gunter	Against
IDEX Corporation	07-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
IDEX Corporation	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Omar Ishrak	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Risa Lavizzo-Mourey	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Tsu-Jae King Liu	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Barbara G. Novick	Against
Intel Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Frank D. Yeary	Against
Bristol-Myers Squibb Company	07-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Bristol-Myers Squibb Company	07-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles Adair	Against
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry A. Barden	Against
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Linda Goodspeed	Against
Darling Ingredients Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gary W. Mize	Against
Deutsche Lufthansa AG	07-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Chairman and CEO	Against
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Bertrand Dumazy, Chairman and CEO	Against
Edwards Lifesciences Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	07-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sebastien Bazin	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas W. Horton	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Catherine Lesjak	Against
General Electric Company	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Darren McDew	Against
General Electric Company	07-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip E. Coviello	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Lourenso	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Henry Moniz	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary Hogan Preusse	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Valerie Richardson	Against
Kimco Realty Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard B. Saltzman	Against
Norsk Hydro ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Norsk Hydro ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Patrick Firmenich as Director	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.f. Reelect Carla Mahieu as Director	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.j. Reelect Richard Ridinger as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DSM-Firmenich AG	07-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Carla Mahieu as Member of the Compensation Committee	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
AMETEK, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Suzanne L. Stefany	Against
AMETEK, Inc.	07-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alfred E. Festa	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Mel Martinez	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David A. Preiser	Against
NVR, Inc.	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Susan Williamson Ross	Against
NVR, Inc.	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For
NVR, Inc.	07-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions	For
Public Storage	07-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kristy M. Pipes	Against
Public Storage	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald P. Spogli	Against
Public Storage	07-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paul S. Williams	Against
RB Global, Inc.	07-May-24	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Timothy O'Day	Against
RB Global, Inc.	07-May-24	Canada	G	Director Election - Director Election	Elect Director	1g. Elect Director Sarah Raiss	Against
RB Global, Inc.	07-May-24	Canada	G	Director Election - Director Election	Elect Director	1k. Elect Director Carol M. Stephenson	Against
RB Global, Inc.	07-May-24	Canada	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	4. Approve Continuance of Company [CBCA to OBCA]	Against
Wharf Real Estate Investment Company Limited	07-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Wharf Real Estate Investment Company Limited	07-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Temenos AG	07-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Temenos AG	07-May-24	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	5.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Temenos AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.2.3. Reelect Maurizio Carli as Director	Against
Temenos AG	07-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.2.4. Reelect Cecilia Hulten as Director	Against
Temenos AG	07-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Maurizio Carli as Member of the Compensation Committee	Against
Temenos AG	07-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Cecilia Hulten as Member of the Compensation Committee	Against
Temenos AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
argenx SE	07-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
argenx SE	07-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
argenx SE	07-May-24	Netherlands	G	Director Election - Director Election	Elect Director	7. Reelect Peter Verhaeghe as Non-Executive Director	Against
argenx SE	07-May-24	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Amend Articles of Association and Authorization to Execute the Deed of Amendment	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patrick Berard	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Blythe J. McGarvie	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jody G. Miller	Against
LKQ Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Guhan Subramanian	Against
LKQ Corporation	07-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Feroz Dewan	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director A. Shane Sanders	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John T. Schwieters	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Raymond C. Stevens	Against
Danaher Corporation	07-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Elias A. Zerhouni	Against
Danaher Corporation	07-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Danaher Corporation	07-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Investor AB	07-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.A. Reelect Gunnar Brock as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.C. Reelect Tom Johnstone as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.F. Reelect Grace Reksten Skaugen as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.G. Reelect Hans Straberg as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.H. Reelect Jacob Wallenberg as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.I. Reelect Marcus Wallenberg as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.J. Reelect Sara Ohrvall as Director	Against
Investor AB	07-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.M. Elect Mats Rahmstrom as New Director	Against
Investor AB	07-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	15. Reelect Jacob Wallenberg as Board Chair	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	07-May-24	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Nancy C. Andrews	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah T. Kochevar	Against
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George Llado, Sr.	Against
Charles River Laboratories International, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Virginia M. Wilson	Against
Charles River Laboratories International, Inc.	08-May-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Report on Imported Nonhuman Primates	For
Packaging Corporation of America	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Samuel M. Mencoff	Against
Packaging Corporation of America	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Roger B. Porter	Against
Packaging Corporation of America	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thomas S. Souleles	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Glyn F. Aepfel	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1B. Elect Director Larry C. Glasscock	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Allan Hubbard	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Gary M. Rodkin	Against
Simon Property Group, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Peggy Fang Roe	Against
Hongkong Land Holdings Ltd.	08-May-24	Bermuda	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
Hongkong Land Holdings Ltd.	08-May-24	Bermuda	G	Director Election - Director Election	Elect Director	4. Re-elect Adam Keswick as Director	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Nora M. Denzel	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael P. Gregoire	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph A. Householder	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Elizabeth W. Vanderslice	Against
Advanced Micro Devices, Inc.	08-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Theodore J. Hoepner	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Toni Jennings	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director H. Palmer Proctor, Jr.	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Wendell S. Reilly	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Chilton D. Varner	Withhold
Brown & Brown, Inc.	08-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Holcim Ltd.	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Klaus-Michael Kuehne as Director	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Hauke Stars as Director	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Hauke Stars as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.6. Ratify KPMG AG as Auditors	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Alcon Inc.	08-May-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Michael Ball as Director and Board Chair	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.6. Reelect Thomas Glanzmann as Director	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.10. Reelect Ines Poeschel as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alcon Inc.	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee	Against
Alcon Inc.	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4. Reappoint Ines Poeschel as Member of the Compensation Committee	Against
Alcon Inc.	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas P. Bostick	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Paul C. Hilal	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Linda H. Riefler	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Suzanne M. Vautrinot	Against
CSX Corporation	08-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John J. Zillmer	Against
CSX Corporation	08-May-24	USA	G	Director Related - Board Related	Establish Other Governance Board Committee	4. Establish Railroad Safety Committee	For
Gilead Sciences, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sandra J. Horning	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harish M. Manwani	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anthony Welters	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Gilead Sciences, Inc.	08-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	7. Adopt Share Retention Policy For Senior Executives	For
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kerry D. Dyte	Withhold
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ave G. Lethbridge	Withhold
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael A. Lewis	Withhold
Kinross Gold Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kelly J. Osborne	Withhold
Lonza Group AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Angelica Kohlmann as Director	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Christoph Maeder as Director	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Juergen Steinemann as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lonza Group AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	08-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
The GPT Group	08-May-24	Australia	G	Director Election - Director Election	Elect Director	1. Elect Vicki McFadden as Director	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vonovia SE	08-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	5. Re-elect Angela Ahrendts as Director	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect Tom Ilube as Director	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	9. Re-elect Roberto Quarta as Director	Against
WPP Plc	08-May-24	Jersey	G	Director Election - Director Election	Elect Director	11. Re-elect Cindy Rose as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect David Frear as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Sally Johnson as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sarosh Mistry as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect John Pettigrew as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Richard Solomons as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Cathy Turner as Director	Against
Rentokil Initial Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Linda Yueh as Director	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Molly E. Joseph	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William J. Post	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Paul H. Stebbins	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael T. Sweeney	Against
First Solar, Inc.	08-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Norman L. Wright	Against
First Solar, Inc.	08-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephani Kingsmill	Against
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jane E. Kinney	Against
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Indira V. Samarasekera	Against
Intact Financial Corporation	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederick Singer	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Sir Dave Lewis as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Vindi Banga as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tracy Clarke as Director	Against
Haleon Plc	08-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Deirdre Mahlan as Director	Against
Hang Seng Bank Limited	08-May-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Nutrien Ltd.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Christopher M. Burley	Against
Nutrien Ltd.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Michael J. Hennigan	Against
Nutrien Ltd.	08-May-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Consuelo E. Madere	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.1. Reelect Johan Cederlund as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.2. Reelect Filip Engelbert as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.4. Reelect Staffan Salen as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.5. Reelect Johan Thorell as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sagax AB	08-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.6. Reelect Ulrika Werdelin as Director	Against
Sagax AB	08-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.7. Reelect Staffan Salen as Board Chair	Against
Sagax AB	08-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report	Against
Sagax AB	08-May-24	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William F. Glavin, Jr.	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Allison H. Mnookin	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anne M. Mulcahy	Against
LPL Financial Holdings Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Corey E. Thomas	Against
Mettler-Toledo International Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Domitille Doat-Le Bigot	Against
Mettler-Toledo International Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Thomas P. Salice	Against
Mettler-Toledo International Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ingrid Zhang	Against
Mettler-Toledo International Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tractor Supply Company	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David B. Dillon	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sheri H. Edison	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jane H. Lute	Against
Union Pacific Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael R. McCarthy	Against
Union Pacific Corporation	09-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	For
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kimberly A. Casiano	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director William W. Helman, IV	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William E. Kennard	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John C. May	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Beth E. Mooney	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Lynn Vojvodich Radakovich	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John L. Thornton	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John B. Veihmeyer	Against
Ford Motor Company	09-May-24	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director John S. Weinberg	Against
Ford Motor Company	09-May-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Ford Motor Company	09-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Reliance on Child Labor in Supply Chain	For
Ford Motor Company	09-May-24	USA	E	Environmental - Other	Community -Environment Impact	7. Report on Sustainable Sourcing Policies	For
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Carlton L. Highsmith	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard J. Hipple	Against
KeyCorp	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
KeyCorp	09-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
First Quantum Minerals Ltd.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Geoff Chater	Withhold
First Quantum Minerals Ltd.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Robert J. Harding	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
First Quantum Minerals Ltd.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Kathleen A. Hogenson	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Norma B. Clayton	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Dempsey	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Christopher J. Kearney	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurette T. Koellner	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Michael W. Lamach	Withhold
Nucor Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nadja Y. West	Withhold
Nucor Corporation	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Kenneth W. Cornew	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Traci M. Dolan	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director James C. Marcuccilli	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Bradley S. Seaman	Against
Steel Dynamics, Inc.	09-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting	For
Tyler Technologies, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenn A. Carter	Withhold
Tyler Technologies, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Brenda A. Cline	Withhold
Tyler Technologies, Inc.	09-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marc A. Bruno	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Larry D. De Shon	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Terri L. Kelly	Against
United Rentals, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Shiv Singh	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Quebecor Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lise Croteau	Withhold
Quebecor Inc.	09-May-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	5. SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
Quebecor Inc.	09-May-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 4: Advisory Vote on Environmental Policies	For
Stryker Corporation	09-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Stryker Corporation	09-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions and Expenditures	For
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Teradyne, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Herweck	Against
Teradyne, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Marilyn Matz	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Vittorio Colao	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laxman Narasimhan	Against
Verizon Communications Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rodney Slater	Against
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Verizon Communications Inc.	09-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	6. Amend Clawback Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	09-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Verizon Communications Inc.	09-May-24	USA	E	Environmental - Other	Community -Environment Impact	9. Report on Lead-Sheathed Cables	For
Verizon Communications Inc.	09-May-24	USA	S	Social - Political Spending	Political Spending Congruency	10. Report on Congruency of Political Spending with Company Values and Priorities	For
Zebra Technologies Corporation	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ross W. Manire	Withhold
Zebra Technologies Corporation	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Avantor, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John Carethers	Against
Avantor, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jonathan Peacock	Against
Avantor, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregory Summe	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Mohamed A. El-Erian as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Brian Gilvary as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Nigel Higgins as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Diane Schueneman as Director	Against
Barclays PLC	09-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Julia Wilson as Director	Against
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert G. Goldstein	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick Dumont	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Irwin Chafetz	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Micheline Chau	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles D. Forman	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Lewis Kramer	Withhold
Las Vegas Sands Corp.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Alain Li	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Las Vegas Sands Corp.	09-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Isabelle Marcoux	Against
Power Corporation of Canada	09-May-24	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	4. SP 1: Disclose the Corporation's Scope 1-3 Financed Emissions Annually	For
Power Corporation of Canada	09-May-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	6. SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
Power Corporation of Canada	09-May-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	8. SP 5: Advisory Vote on Environmental Policies	For
WSP Global Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher Cole	Against
WSP Global Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Birgit Norgaard	Against
WSP Global Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Linda Smith-Galipeau	Against
Arch Capital Group Ltd.	09-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1a. Elect Director Laurie S. Goodman	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kermit R. Crawford	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary J. Steele Guilfoile	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jodee A. Kozlak	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Henry J. Maier	Against
C.H. Robinson Worldwide, Inc.	09-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Theodore F. Craver, Jr.	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert M. Davis	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Idalene F. Kesner	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director E. Marie McKee	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Thomas E. Skains	Against
Duke Energy Corporation.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director William E. Webster, Jr.	Against
Duke Energy Corporation.	09-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	For
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Avid Modjtabei	Against
Prologis, Inc.	09-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director David P. O'Connor	Against
Prologis, Inc.	09-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	6. Adopt Simple Majority Vote	For
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Emma K. Griffin	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jacques Martin	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Suzanne Rancourt	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director Rebecca Schechter	Withhold
iA Financial Corporation Inc.	09-May-24	Canada	G	Routine Business - Routine Business	Amend Meeting Procedures	5. SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For
iA Financial Corporation Inc.	09-May-24	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	7. SP 4: Advisory Vote on Environmental Policies	For
WH Group Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
WH Group Limited	09-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	8. Authorize Reissuance of Repurchased Shares	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lawrence A. Selzer	Against
Weyerhaeuser Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kim Williams	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher B. Begley	Against
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Betsy J. Bernard	Against
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert A. Hagemann	Against
Zimmer Biomet Holdings, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Maria Teresa (Tessa) Hilado	Against
Marriott International, Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Marriott International, Inc.	10-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	4. Report on Third-Party Racial Equity Audit	For
Marriott International, Inc.	10-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Pay Equity	For
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Douglas N. Benham	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director James H. Kropp	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lynn C. Swann	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Winifred M. Webb	Against
American Homes 4 Rent	10-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Matthew R. Zaist	Against
Camden Property Trust	10-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Scott S. Ingraham	Against
Camden Property Trust	10-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Frances Aldrich Sevilla-Sacasa	Against
Camden Property Trust	10-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Steven A. Webster	Against
Camden Property Trust	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tradeweb Markets Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jacques Aigrain	Withhold
Tradeweb Markets Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paula Madoff	Withhold
Tradeweb Markets Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Vulcan Materials Company	10-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cynthia L. Hostetler	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharon Bowen	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Monte Ford	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dan Hesse	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Jonathan Miller	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Ben Verwaayen	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	7. Adopt Simple Majority Vote	For
Masco Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Marie A. Ffolkes	Against
Masco Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John C. Plant	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	3. Approve Omnibus Stock Plan	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Share Plan Grant to CEO Patrick W. Smith	Against
Axon Enterprise, Inc.	10-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Lundin Mining Corporation	10-May-24	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director C. Ashley Heppenstall	Against
Lundin Mining Corporation	10-May-24	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Juliana L. Lam	Against
Lundin Mining Corporation	10-May-24	Canada	G	Director Election - Director Election	Elect Director	1F. Elect Director Dale C. Peniuk	Against
QBE Insurance Group Limited	10-May-24	Australia	G	Director Election - Director Election	Elect Director	4a. Elect T Le as Director	Against
The Progressive Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip Bleser	Against
The Progressive Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	10-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a2. Elect Director Jaimie Donovan	Withhold
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a3. Elect Director R. Peter Gillin	Withhold
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a4. Elect Director Chantal Gosselin	Withhold
Wheaton Precious Metals Corp.	10-May-24	Canada	G	Director Election - Director Election	Elect Director	a7. Elect Director Charles A. Jeannes	Withhold
TERNA Rete Elettrica Nazionale SpA	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	10-May-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Against
Constellation Software Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robert Kittel	Withhold
Constellation Software Inc.	13-May-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Andrew Pastor	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jason D. Robins	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Woodrow H. Levin	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Valerie Mosley	Withhold
DraftKings Inc.	13-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Marni M. Walden	Withhold
DraftKings Inc.	13-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DraftKings Inc.	13-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions and Expenditures	For
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christopher M. Connor	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ilene S. Gordon	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jacqueline C. Hinman	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clinton A. Lewis, Jr.	Against
International Paper Company	13-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathryn D. Sullivan	Against
International Paper Company	13-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
International Paper Company	13-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
International Paper Company	13-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on the Company's LGBTQ+ Equity and Inclusion Efforts	For
Ventas, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Melody C. Barnes	Against
Ventas, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marguerite M. Nader	Against
Ventas, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sean P. Nolan	Against
3M Company	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas "Tony" K. Brown	Against
3M Company	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David B. Dillon	Against
3M Company	14-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Pedro J. Pizarro	Against
3M Company	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Louis Hobson	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathryn Munro	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jessica Powell	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robert Synowicki, Jr.	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director David Vander Ploeg	Against
Knight-Swift Transportation Holdings Inc.	14-May-24	USA	E	Environmental - Climate	GHG Emissions	4. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For
Laboratory Corporation of America Holdings	14-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kathryn E. Wengel	Against
Laboratory Corporation of America Holdings	14-May-24	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Transport of Nonhuman Primates Within the U.S.	For
Laboratory Corporation of America Holdings	14-May-24	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Motorola Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kenneth D. Denman	Against
Motorola Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gregory K. Mondre	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Motorola Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph M. Tucci	Against
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jessica L. Blume	Against
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Wayne S. DeVeydt	Against
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lori J. Robinson	Against
Centene Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Theodore R. Samuels	Against
Centene Corporation	14-May-24	USA	E	Environmental - Climate	GHG Emissions	4. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Karen Green as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Nicholas Lyons as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Katie Murray as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect John Pollock as Director	Against
Phoenix Group Holdings Plc	14-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Nicholas Shott as Director	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Victoria M. Holt	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Kathleen M. Mazzarella	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sean E. Menke	Against
Waste Management, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Maryrose T. Sylvester	Against
Alexandria Real Estate Equities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Maria C. Freire	Against
Alexandria Real Estate Equities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Michael A. Woronoff	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	2. Elect Director Gary L. Belske	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	3. Elect Director Robert J. Bernhard	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	4. Elect Director Bruno V. Di Leo Allen	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	6. Elect Director Carla A. Harris	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	7. Elect Director Thomas J. Lynch	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	8. Elect Director William I. Miller	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	9. Elect Director Kimberly A. Nelson	Against
Cummins Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	10. Elect Director Karen H. Quintos	Against
Cummins Inc.	14-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	14. Require Independent Board Chair	For
Cummins Inc.	14-May-24	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	15. Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin L. Beebe	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzanne E. McBride	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David P. McGlade	Against
Skyworks Solutions, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Maryann Turcke	Against
Skyworks Solutions, Inc.	14-May-24	USA	E	Environmental - Climate	GHG Emissions	11. Adopt GHG Emissions Reduction Targets and Climate Transition Plan Aligned with the Paris Agreement Goal	For
Sun Communities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tonya Allen	Against
Sun Communities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Meghan G. Baivier	Against
Sun Communities, Inc.	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stephanie W. Bergeron	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donald E. Brown	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret M. Keane	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Andrea Redmond	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregg M. Sherrill	Against
The Allstate Corporation	14-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Monica Turner	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Allstate Corporation	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Allstate Corporation	14-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
IMCD NV	14-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
Prudential Financial, Inc.	14-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Prudential Financial, Inc.	14-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Galaxy Entertainment Group Limited	14-May-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Galaxy Entertainment Group Limited	14-May-24	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7.3. Authorize Reissuance of Repurchased Shares	Against
VAT Group AG	14-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Urs Leinhaeuser as Director	Against
VAT Group AG	14-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Hermann Gerlinger as Director	Against
VAT Group AG	14-May-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Libo Zhang as Director	Against
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Against
VAT Group AG	14-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Epiroc AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.a3. Reelect Johan Forssell as Director	Against
Epiroc AB	14-May-24	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	14-May-24	Sweden	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	10.b. Reelect Ronnie Leten as Board Chair	Against
Epiroc AB	14-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12.a. 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
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William E. Ford	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Fabrizio Freda	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Cheryl D. Mills	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gordon M. Nixon	Against
BlackRock, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kristin C. Peck	Against
BlackRock, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
BlackRock, Inc.	15-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
BlackRock, Inc.	15-May-24	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	For
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Vincent K. Brooks	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathleen A. Hogenson	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kimberly S. Stevenson	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Therese M. Vaughan	Against
Verisk Analytics, Inc.	15-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Sheila Bair	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5c. Elect Director Carol Browner	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5g. Elect Director Monica McGurk	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5i. Elect Director Henry "Jay" Winship	Against
Bunge Global SA	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7c. Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Against
Bunge Global SA	15-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Other Business	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jana Cohen Barbe	Withhold
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard D. Bronson	Withhold
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jeffrey E. Kelter	Withhold
Invitation Homes, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Frances Aldrich Sevilla-Sacasa	Withhold
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Francine J. Bovich	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathy Hopinkah Hannan	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael Haylon	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric A. Reeves	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Vicki Williams	Against
Annaly Capital Management, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Enphase Energy, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Badrinarayanan Kothandaraman	Withhold
Enphase Energy, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joseph Malchow	Withhold
Enphase Energy, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hilton Worldwide Holdings Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
State Street Corporation	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amelia C. Fawcett	Against
State Street Corporation	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William L. Meaney	Against
State Street Corporation	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregory L. Summe	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Thomas B. Leonardi	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Clarence Otis, Jr.	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Elizabeth E. Robinson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Travelers Companies, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Rafael Santana	Against
The Travelers Companies, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Travelers Companies, Inc.	15-May-24	USA	E	Environmental - Climate	GHG Emissions	4. Report on Methane Emissions	For
The Travelers Companies, Inc.	15-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	5. Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	For
The Travelers Companies, Inc.	15-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Report on Human Rights Risk in Underwriting	For
The Travelers Companies, Inc.	15-May-24	USA	S	Social - Human Capital Management	Report on Pay Disparity	7. Consider Pay Disparity Between CEO and Other Employees	For
Vertex Pharmaceuticals Incorporated	15-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Vertex Pharmaceuticals Incorporated	15-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	For
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey N. Edwards	Against
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kimberly J. Harris	Against
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Julia L. Johnson	Against
American Water Works Company, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Michael L. Marberry	Against
Arkema SA	15-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Thierry Le Henaff as Director	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Elect Susanne Klatten to the Supervisory Board	Against
Bayerische Motoren Werke AG	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Stefan Quandt to the Supervisory Board	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.1. Elect Director John J. Amore	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.3. Elect Director William F. Galtney, Jr.	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.4. Elect Director John A. Graf	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.5. Elect Director Meryl Hartzband	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gerri Losquadro	Against
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.7. Elect Director Hazel McNeilage	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Everest Group, Ltd.	15-May-24	Bermuda	G	Director Election - Director Election	Elect Director	1.8. Elect Director Roger M. Singer	Against
Fiserv, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Wafaa Mamilli	Withhold
Fiserv, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Heidi G. Miller	Withhold
Fiserv, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Doyle R. Simons	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dino Chiesa	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Arun Nayar	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Paolo Notarnicola	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jessica McDonald	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Sandra Levy	Withhold
GFL Environmental Inc.	15-May-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley R. Gabosch	Withhold
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director John D. Kasarda	Withhold
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Thomas A. Stith, III	Withhold
Old Dominion Freight Line, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leo H. Suggs	Withhold
Old Dominion Freight Line, Inc.	15-May-24	USA	E	Environmental - Climate	GHG Emissions	5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lisa L. Baldwin	Against
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert A. McEvoy	Against
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David W. Seeger	Against
Reliance, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Douglas W. Stotlar	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Julia L. Coronado	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Dirk A. Kempthorne	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marc H. Morial	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert J. Pace	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Frederick A. Richman	Against
Robert Half Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Marnie H. Wilking	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Aicha Evans to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Friederike Rotsch to the Supervisory Board	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director J. Veronica Biggins	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Douglas H. Brooks	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William H. Cunningham	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas W. Gilligan	Against
Southwest Airlines Co.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Jill A. Soltau	Against
Southwest Airlines Co.	15-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	For
Euronext NV	15-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.c. Approve Remuneration Report	Against
American International Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director James Cole, Jr.	Against
American International Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Diana M. Murphy	Against
American International Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John G. Rice	Against
American International Group, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American International Group, Inc.	15-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mary L. Baglivo	Against
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman E. Bulls	Against
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Diana M. Laing	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Walter C. Rakowich	Against
Host Hotels & Resorts, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gordon H. Smith	Against
Molson Coors Beverage Company	15-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H. Sanford Riley	Withhold
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Emma Griffin as Director	Against
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Rosemary Hilary as Director	Against
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect John Hitchins as Director	Against
St. James's Place Plc	15-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Paul Manduca as Director	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry D. De Shon	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carlos Dominguez	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Donna A. James	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Teresa Wynn Roseborough	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Virginia P. Ruesterholz	Against
The Hartford Financial Services Group, Inc.	15-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Martin Schmid as Director	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Reelect Franziska Sauber as Director	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Klaus Tschuetscher as Director	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.13. Reappoint Martin Schmid as Member of the Compensation Committee	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.14. Reappoint Franziska Sauber as Member of the Compensation Committee	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Against
Swiss Life Holding AG	15-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Tele2 AB	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	15.d. Reelect Georgi Ganev as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CVS Health Corporation	16-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	5. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
Cboe Global Markets, Inc.	16-May-24	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	4. Provide Right to Call Special Meeting	Against
Cboe Global Markets, Inc.	16-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Martin Marietta Materials, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Dorothy M. Ables	Against
Martin Marietta Materials, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alan Campbell	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Susan K. Carter	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas L. Deitrich	Against
ON Semiconductor Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Paul A. Mascarenas	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Karen A. Dawes	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nicolas M. Barthelemy	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Konstantin Konstantinov	Against
Repligen Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Martin D. Madaus	Against
Repligen Corporation	16-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Dropbox, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lisa Campbell	Withhold
Dropbox, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	Withhold
Dropbox, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul E. Jacobs	Withhold
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan F. Foster	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lou Jepsen	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger A. Krone	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Patricia L. Lewis	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kathleen A. Ligocki	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Conrad L. Mallett, Jr.	Against
Lear Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Greg C. Smith	Against
Lear Corporation	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas T. Hendrickson	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dana M. Perlman	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria A. Sastre	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Fred Whitfield	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
O'Reilly Automotive, Inc.	16-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Paula Santilli	Against
The Home Depot, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Caryn Seidman-Becker	Against
The Home Depot, Inc.	16-May-24	USA	S	Social - Political Spending	Political Spending Congruency	5. Report on Political Spending Congruency	For
The Home Depot, Inc.	16-May-24	USA	E	Environmental - Other	Community -Environment Impact	8. Disclose a Biodiversity Impact and Dependency Assessment	For
The Home Depot, Inc.	16-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	9. Clawback of Incentive Payments	For
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Brian C. Cornell	Against
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Mirian M. Graddick-Weir	Against
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Thomas C. Nelson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Yum! Brands, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director P. Justin Skala	Against
Yum! Brands, Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Yum! Brands, Inc.	16-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	4. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jonathan Bewes as Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Soumen Das as Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tom Hall as Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Dame Tristia Harrison Director	Against
Next Plc	16-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Michael Roney as Director	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Glyn F. Aepfel	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Terry S. Brown	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher B. Howard	Against
AvalonBay Communities, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Susan Swanezy	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Reelect Bernd Scheifele to the Supervisory Board	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Reelect Ludwig Merckle to the Supervisory Board	Against
Heidelberg Materials AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Reelect Margret Suckale to the Supervisory Board	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1A. Elect Director Frances Arnold	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Robert S. Epstein	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Scott Gottlieb	Against
Illumina, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Philip W. Schiller	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Deborah C. Hopkins	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	16-May-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	For
adidas AG	16-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Against
adidas AG	16-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Against
Alnylam Pharmaceuticals, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Dennis A. Ausiello	Against
Alnylam Pharmaceuticals, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David E.I. Pyott	Against
Lennox International Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sherry L. Buck	Against
Lennox International Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory T. Swienton	Against
Lennox International Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Todd J. Teske	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Vicky B. Gregg	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Timothy L. Main	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Denise M. Morrison	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gary M. Pfeiffer	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Timothy M. Ring	Against
Quest Diagnostics Incorporated	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Quest Diagnostics Incorporated	16-May-24	USA	E	Environmental - Climate	GHG Emissions	5. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For
Amphenol Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David P. Falck	Against
Amphenol Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Rita S. Lane	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amphenol Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Anne Clarke Wolff	Against
Amphenol Corporation	16-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa Gersh	Against
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Laurel J. Richie	Against
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Richard S. Stoddart	Against
Hasbro, Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mary Beth West	Against
Cleveland-Cliffs Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Susan M. Green	Withhold
Cleveland-Cliffs Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ralph S. Michael, III	Withhold
Cleveland-Cliffs Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Janet L. Miller	Withhold
Cleveland-Cliffs Inc.	16-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Westinghouse Air Brake Technologies Corporation	16-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda A. Harty	Against
Universal Music Group NV	16-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	8. Reelect Vincent Vallejo as Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.a. Reelect Bill Ackman as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.b. Reelect Cathia Lawson-Hall as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.c. Reelect Cyrille Bollore as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.d. Reelect James Mitchell as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.e. Reelect Manning Doherty as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.f. Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Against
Universal Music Group NV	16-May-24	Netherlands	G	Director Election - Director Election	Elect Director	9.g. Reelect Nicole Avant as Non-Executive Director	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.11. Elect Director David H. Sidwell	Against
Chubb Limited	16-May-24	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Elect David H. Sidwell as Member of the Compensation Committee	Against
Chubb Limited	16-May-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against
Chubb Limited	16-May-24	Switzerland	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	15. Report on GHG Emissions Associated with Underwriting	For
Chubb Limited	16-May-24	Switzerland	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	16. Report on Median Gender/Racial Pay Gap	For
Chubb Limited	16-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	A. Transact Other Business	Against
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Withhold
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William E. Kennard	Withhold
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Beth E. Mooney	Withhold
AT&T Inc.	16-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Luis A. Ubinas	Withhold
AT&T Inc.	16-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
AT&T Inc.	16-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	For
NIBE Industrier AB	16-May-24	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors	Against
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1b. Elect Director Edward E. "Ned" Guillet	Withhold
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael W. Harlan	Withhold
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Elise L. Jordan	Withhold
Waste Connections, Inc.	17-May-24	Canada	G	Director Election - Director Election	Elect Director	1f. Elect Director Susan "Sue" Lee	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intercontinental Exchange, Inc.	17-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Alliant Energy Corporation	17-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger K. Newport	Against
Alliant Energy Corporation	17-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Carol P. Sanders	Against
Sands China Ltd.	17-May-24	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
Sands China Ltd.	17-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	6. Authorize Reissuance of Repurchased Shares	Against
Sands China Ltd.	17-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	7. Adopt 2024 Equity Award Plan	Against
GLP J-REIT	20-May-24	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Inoue, Toraki	Against
CDW Corporation	21-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	4. Report on Political Contributions	For
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Elizabeth McKee Anderson	Withhold
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Willard Dere	Withhold
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Elaine J. Heron	Withhold
BioMarin Pharmaceutical Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director David E.I. Pyott	Withhold
Henry Schein, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deborah Derby	Against
Henry Schein, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Philip A. Laskawy	Against
Henry Schein, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Bradley T. Sheares	Against
JPMorgan Chase & Co.	21-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Respecting Indigenous Peoples' Rights	For
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	8. Review Proxy Voting Record and Policies Related to Climate Change and Diversity	For
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	9. Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	For
JPMorgan Chase & Co.	21-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	10. Submit Severance Agreement to Shareholder Vote	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Deborah H. Caplan	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Edith Kelly-Green	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director James K. Lowder	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Claude B. Nielsen	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary S. Shorb	Against
Mid-America Apartment Communities, Inc.	21-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director David P. Stockert	Against
Aeroports de Paris ADP	21-May-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with Societe du Grand Paris	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	13. Reelect Augustin de Romanet de Beaune as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	14. Reelect Severin Cabannes as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	15. Reelect Oliver Grunberg as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	16. Reelect Sylvia Metayer as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	17. Reelect Predica Prevoyance Dialogue du Credit Agricole as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	18. Reelect Jacques Gounon as Director	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Election - Director Election	Elect Director	19. Reelect Fanny Letier as Director, Proposed by the State	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	20. Appoint Secretary General of Interior and Overseas Territories as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	21. Appoint President of Ile-de-France Region as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	22. Appoint Mayor of City of Paris as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	23. Appoint President of Communaute d'Agglomeration Roissy Pays de France as Censor	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	26. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 97 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	27. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 29 Million	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	28. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 29 Million	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	29. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 26-28	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	32. Authorize Capital Increase of Up to EUR 29 Million for Future Exchange Offers	Against
Aeroports de Paris ADP	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	33. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Burlington Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William McNamara	Against
Burlington Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jessica Rodriguez	Against
Burlington Stores, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Equitable Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Arlene Isaacs-Lowe	Against
Equitable Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Daniel G. Kaye	Against
Equitable Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Bertram L. Scott	Against
FirstEnergy Corp.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Paul Kaleta	Against
FirstEnergy Corp.	22-May-24	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	4. Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jonathan Christodoro	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against
PayPal Holdings, Inc.	22-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Fumbi Chima	Against
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Jacqueline Hunt	Against
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul Reilly	Against
Willis Towers Watson Public Limited Company	22-May-24	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Fredric Tomczyk	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vanessa Broadhurst	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Louise M. Parent	Against
Zoetis Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Willie M. Reed	Against
Zoetis Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David A. Blau	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robin P. Hickenlooper	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Gregory B. Maffei	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James E. Meyer	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Jonelle Procope	Withhold
Sirius XM Holdings Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director David M. Zaslav	Withhold
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey P. Bezos	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jamie S. Gorelick	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jonathan J. Rubinstein	Against
Amazon.com, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Patricia Q. Stonesifer	Against
Amazon.com, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	4. Establish a Public Policy Committee	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Customer Due Diligence	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	22-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Climate	Report on "Just Transition"	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For
Amazon.com, Inc.	22-May-24	USA	E	Environmental - Pollution	Recycling	11. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	12. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	22-May-24	USA	E	Environmental - Climate	GHG Emissions	13. Disclose All Material Scope 3 GHG Emissions	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	14. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	16. Establish a Board Committee on Artificial Intelligence	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Health & Safety	Facility Safety	17. Commission a Third Party Audit on Working Conditions	For
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bruce W. Duncan	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Carol B. Einiger	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Diane J. Hoskins	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Joel I. Klein	Against
Boston Properties, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Matthew J. Lustig	Against
Boston Properties, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Paul Walsh	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Amy Weaver	Against
McDonald's Corporation	22-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Miles White	Against
McDonald's Corporation	22-May-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Adopt Antibiotics Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McDonald's Corporation	22-May-24	USA	S	Social - Animal Welfare	Animal Welfare	7. Approve Request on Cage Free Egg Progress Disclosure	For
McDonald's Corporation	22-May-24	USA	S	Social - Animal Welfare	Animal Welfare	8. Disclose Poultry Welfare Indicators	For
McDonald's Corporation	22-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	11. Issue Transparency Report on Global Public Policy and Political Influence	For
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director C. Martin Harris	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director R. Alexandra Keith	Against
Thermo Fisher Scientific Inc.	22-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Align Technology, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Align Technology, Inc.	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	For
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	9. Reelect Olivier Auffray as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	10. Reelect Nicole Gourmelon as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Louis Tercinier as Director	Against
Credit Agricole SA	22-May-24	France	G	Director Election - Director Election	Elect Director	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Clive Adamson as Director	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Edward Braham as Director	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Clare Chapman as Director	Against
M&G Plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Clare Thompson as Director	Against
American Tower Corporation	22-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
American Tower Corporation	22-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	For
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Brandon B. Boze	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reginald H. Gilyard	Against
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Oscar Munoz	Against
Northland Power Inc.	22-May-24	Canada	G	Director Election - Director Election	Elect Director	3. Elect Director Lisa Colnett	Withhold
Northland Power Inc.	22-May-24	Canada	G	Director Election - Director Election	Elect Director	6. Elect Director Helen Mallovy Hicks	Withhold
Northland Power Inc.	22-May-24	Canada	G	Director Election - Director Election	Elect Director	7. Elect Director Ian Pearce	Withhold
MTR Corporation Limited	22-May-24	Hong Kong	G	Director Election - Director Election	Elect Director	3a. Elect Christopher Hui Ching-yu as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Manolo Arroyo as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Jose Ignacio Comenge as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Mary Harris as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Thomas Johnson as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Mark Price as Director	Against
Coca-Cola Europacific Partners plc	22-May-24	United Kingdom	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	23. Approve Waiver of Rule 9 of the Takeover Code	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James F. Albaugh	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Amy E. Alving	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharon R. Barner	Against
Howmet Aerospace Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jody G. Miller	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director K. Gunnar Bjorklund	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael J. Bush	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patricia H. Mueller	Against
Ross Stores, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ross Stores, Inc.	22-May-24	USA	E	Environmental - Climate	GHG Emissions	4. Disclose All Material Value Chain GHG Emissions	For
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Steven R. Altman	Against
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Nicholas Augustinos	Against
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Richard A. Collins	Against
DexCom, Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Kyle Malady	Against
DexCom, Inc.	22-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	4. Report on Median Gender/Racial Pay Gap	For
DexCom, Inc.	22-May-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions	For
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lawrence A. Cunningham	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Greta J. Harris	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Morgan E. Housel	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Michael O'Reilly	Against
Markel Group Inc.	22-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director A. Lynne Puckett	Against
Markel Group Inc.	22-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	5. Disclose GHG Emissions from Underwriting, Insuring, and Investing	For
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Orange SA	22-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Christel Heydemann as Director	Against
Orange SA	22-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Frederic Sanchez as Director	Against
Orange SA	22-May-24	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	7. Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Against
Partners Group Holding AG	22-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patrick J. Moore	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra A. Sandler	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Archer-Daniels-Midland Company	23-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Assurant, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paget L. Alves	Against
Assurant, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lawrence V. Jackson	Against
Assurant, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra J. Perry	Against
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Naren K. Gursahaney	Against
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kirk S. Hachigian	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Amy B. Lane	Against
NextEra Energy, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David L. Porges	Against
NextEra Energy, Inc.	23-May-24	USA	S	Social - Board Diversity	Board Diversity	4. Disclose Board Skills and Diversity Matrix	For
NextEra Energy, Inc.	23-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	5. Report on Climate Lobbying	For
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Fredric G. Reynolds	Against
Pinterest, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Andrea Wishom	Against
Pinterest, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Tamara S. Franklin	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Seemantini Godbole	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Melanie L. Healey	Against
Kenvue Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Larry J. Merlo	Against
Manhattan Associates, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Deepak Raghavan	Against
Manhattan Associates, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda T. Hollembaek	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas H. Glocer	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert H. Herz	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Erika H. James	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mary L. Schapiro	Against
Morgan Stanley	23-May-24	USA	G	Director Election - Director Election	Elect Director	1o. Elect Director Rayford Wilkins, Jr.	Against
Morgan Stanley	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Morgan Stanley	23-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Morgan Stanley	23-May-24	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	7. Report on Clean Energy Supply Financing Ratio	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Waters Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pearl S. Huang	Against
Waters Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Vergnano	Against
bioMerieux SA	23-May-24	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-May-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Harold Boel as Director	Against
bioMerieux SA	23-May-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Appoint Benoit Ribadeau-Dumas as Censor	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Corporate Officers	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Board	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
bioMerieux SA	23-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	16. Approve Compensation Report of Corporate Officers	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	Against
bioMerieux SA	23-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Against
bioMerieux SA	23-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Against
The Interpublic Group of Companies, Inc.	23-May-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Nemetschek SE	23-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6. Elect Iris Helke to the Supervisory Board	Against
Nemetschek SE	23-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
SBA Communications Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary S. Chan	Against
SBA Communications Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jay L. Johnson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SBA Communications Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director George R. Krouse, Jr.	Against
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Deborah Black	Against
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lawrence J. Jackson, Jr.	Against
ServiceNow, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Anita M. Sands	Against
ServiceNow, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Katherine A. Cattanach	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James D. Klingbeil	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Robert A. McNamara	Against
UDR, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Diane M. Morefield	Against
UDR, Inc.	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Courtney D. Armstrong	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Yehuda Ari Buchalter	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kathleen A. Cote	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Thomas F. Frist, III	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jamie S. Gorelick	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roger H. Moore	Against
VeriSign, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Timothy Tomlinson	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas W. Handley	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jennifer M. Kirk	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael Larson	Against
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James P. Snee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Republic Services, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Sandra M. Volpe	Against
Republic Services, Inc.	23-May-24	USA	E, S	E&S Blended - Climate	Report on "Just Transition"	4. Report on "Just Transition"	For
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Mary Beth Martin	Withhold
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Evans N. Nwankwo	Withhold
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director William W. Verity	Withhold
American Financial Group, Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director John I. Von Lehman	Withhold
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3d. Re-elect Evelyn Bourke as Director	Against
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3f. Re-elect Eileen Fitzpatrick as Director	Against
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3g. Re-elect Richard Goulding as Director	Against
Bank of Ireland Group Plc	23-May-24	Ireland	G	Director Election - Director Election	Elect Director	3i. Re-elect Patrick Kennedy as Director	Against
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Barry J. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gregory S. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Keith A. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Raymond B. Bentley	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Kirk B. Griswold	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Janet B. Haugen	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Brian F. Hughes	Withhold
Bentley Systems, Incorporated	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Joan T. Dea	Against
The Charles Schwab Corporation	23-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Charles Schwab Corporation	23-May-24	USA	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	4. Improve Executive Compensation Program and Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Charles Schwab Corporation	23-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gaps	For
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3c. Elect Ip Tak Chuen, Edmond as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3d. Elect Andrew John Hunter as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3f. Elect Chow Woo Mo Fong, Susan as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3g. Elect George Colin Magnus as Director	Against
CK Hutchison Holdings Limited	23-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3h. Elect Tsim Sin Ling, Ruth as Director	Against
Extra Space Storage Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Bonner	Against
Extra Space Storage Inc.	23-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Diane Olmstead	Against
Extra Space Storage Inc.	23-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Quanta Services, Inc.	24-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director R. Scott Rowe	Against
Quanta Services, Inc.	24-May-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Martha B. Wyrsh	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Andrew Martin as Director	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Graham Allan as Director	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Gurnek Bains as Director	Against
Intertek Group Plc	24-May-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Tamara Ingram as Director	Against
Amundi SA	24-May-24	France	E	Environmental - Climate	Reporting on Climate Transition Plan	24. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against
Carrefour SA	24-May-24	France	G	Director Election - Director Election	Elect Director	10. Reelect Aurore Domont as Director	Against
Carrefour SA	24-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Alexandre Bompard, Chairman and CEO	Against
EQT AB	27-May-24	Sweden	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13.a. Approve Remuneration of Directors in the Amount of EUR 304,500 for Chairman and EUR 138,500 for Other Directors; Approve Remuneration for Committee Work	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EQT AB	27-May-24	Sweden	G	Director Election - Director Election	Elect Director	14.e. Reelect Marcus Wallenberg as Director	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nicholas Castaldo	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Damon DeSantis	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jim Lee	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Caroline Levy	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Cheryl Miller	Against
Celsius Holdings, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Joyce Russell	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.b. Amend Remuneration Policy	Against
EXOR NV	28-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	3.c. Approve Amended LTI Plan	Against
EXOR NV	28-May-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4.b. Approve Discharge of Non-Executive Directors	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Douglas M. Baker, Jr.	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Pamela J. Craig	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Inge G. Thulin	Against
Merck & Co., Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kathy J. Warden	Against
Merck & Co., Inc.	28-May-24	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	4. Provide Right to Act by Written Consent	For
Ipsen SA	28-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect BEECH TREE S.A. as Director	Against
Ipsen SA	28-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Carol Xueref as Director	Against
Ipsen SA	28-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 3 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
The Trade Desk, Inc.	28-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Gokul Rajaram	Withhold
The Trade Desk, Inc.	28-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Docusign, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Peter Solvik	Against
Docusign, Inc.	29-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Docusign, Inc.	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Docusign, Inc.	29-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia D. Fili-Krushel	Against
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Debra A. Sandler	Against
Dollar General Corporation	29-May-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ralph E. Santana	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dollar General Corporation	29-May-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	For
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1a. Elect Director John F. Brock	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen R. Howe, Jr.	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1d. Elect Director William L. Kimsey	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1j. Elect Director Eyal M. Ofer	Against
Royal Caribbean Cruises Ltd.	29-May-24	Liberia	G	Director Election - Director Election	Elect Director	1m. Elect Director Arne Alexander Wilhelmsen	Against
SEI Investments Company	29-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carl A. Guarino	Against
SEI Investments Company	29-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carmen V. Romeo	Against
SEI Investments Company	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SS&C Technologies Holdings, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan E. Michael	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Carlyle Group Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Daniel A. D'Aniello	Withhold
The Carlyle Group Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William J. Shaw	Withhold
The Carlyle Group Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
The Carlyle Group Inc.	29-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Carlyle Group Inc.	29-May-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
AEON Co., Ltd.	29-May-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Okada, Motoya	Against
AEON Co., Ltd.	29-May-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Yoshida, Akio	Against
AEON Co., Ltd.	29-May-24	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tsukamoto, Takashi	Against
AEON Co., Ltd.	29-May-24	Japan	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	2. Approve Takeover Defense Plan (Poison Pill)	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	29-May-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Generative AI Misinformation and Disinformation Risks	For
Meta Platforms, Inc.	29-May-24	USA	G	Corporate Governance - Shareholder Rights	Proxy Voting Disclosure	7. Disclosure of Voting Results Based on Class of Shares	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Human Rights Risks in Non-US Markets	For
Meta Platforms, Inc.	29-May-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	9. Amend Corporate Governance Guidelines	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Human Rights Impact Assessment of Targeted Advertising	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Political Spending	Political Activities and Action	13. Report on Political Advertising and Election Cycle Enhanced Actions	For
Meta Platforms, Inc.	29-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	14. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Publicis Groupe SA	29-May-24	France	G	Director Election - Director Election	Elect Director	30. Elect Arthur Sadoun as Director	Against
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Anthony P. Lee	Withhold
Roblox Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Andrea Wong	Withhold
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pamela M. Arway	Against
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Clarke H. Bailey	Against
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kent P. Dauten	Against
Iron Mountain Incorporated	30-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Walter C. Rakowich	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jacqueline Brady	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Reginald H. Gilyard	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Priya Cherian Huskins	Against
Realty Income Corporation	30-May-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Michael D. McKee	Against
HKT Trust and HKT Limited	30-May-24	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
HKT Trust and HKT Limited	30-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
HKT Trust and HKT Limited	30-May-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	9. Adopt New Share Stapled Unit Award Scheme of HKT Trust and the Company	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HKT Trust and HKT Limited	30-May-24	Cayman Islands	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	10. Approve Termination of Existing Share Stapled Unit Option Scheme and Adopt New Share Stapled Unit Option Scheme of HKT Trust and the Company	Against
Ferguson Plc	30-May-24	Jersey	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	2.D. Provide Right to Call a Special Meeting	Against
Ferguson Plc	30-May-24	Jersey	G	Capitalization - Capital Structure Related	Authorize New Class of Preferred Stock	2.G. Authorize New Class of Preferred Stock	Against
Accor SA	31-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report of Corporate Officers	Against
Accor SA	31-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Sebastien Bazin, Chairman and CEO	Against
Accor SA	31-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Accor SA	31-May-24	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	13. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
EPAM Systems, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director DeAnne Aguirre	Against
EPAM Systems, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert E. Segert	Against
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David H. Batchelder	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurie Z. Douglas	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard W. Dreiling	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Bertram L. Scott	Withhold
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael V. Drake	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ellen J. Kullman	Against
Amgen Inc.	31-May-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Amy E. Miles	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Poste Italiane SpA	31-May-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1.2. Amend Company Bylaws Re: Article 11	Against
Poste Italiane SpA	31-May-24	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	1.5. Amend Company Bylaws Re: Article 16	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Li Haslett Chen	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard W. Fisher	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Gould	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kenneth W. Lowe	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director John C. Malone	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Fazal Merchant	Withhold
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Warner Bros. Discovery, Inc.	03-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Report on Use of Artificial Intelligence	For
Warner Bros. Discovery, Inc.	03-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting	For
Watsco, Inc.	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Barry S. Logan	Against
Watsco, Inc.	03-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Timothy Flynn	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michele Hooper	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director F. William McNabb, III	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John Noseworthy	Against
UnitedHealth Group Incorporated	03-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	4. Report on Congruency of Political Spending with Company Values and Priorities	For
Henderson Land Development Company Limited	03-Jun-24	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Ko Ping Keung as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Henderson Land Development Company Limited	03-Jun-24	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Henderson Land Development Company Limited	03-Jun-24	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5C. Authorize Reissuance of Repurchased Shares	Against
Cloudflare, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Maria Eitel	Withhold
Cloudflare, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Katrin Suder	Withhold
Cloudflare, Inc.	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Builders FirstSource, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cleveland A. Christophe	Against
Juniper Networks, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Steven Fernandez	Against
Juniper Networks, Inc.	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director William Stensrud	Against
The TJX Companies, Inc.	04-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	4. Report on Effectiveness of Social Compliance Efforts in Supply Chain	For
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Zein Abdalla	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vinita Bali	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Leo S. Mackay, Jr.	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen "Steve" J. Rohleder	Against
Cognizant Technology Solutions Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Abraham "Bram" Schot	Against
Evonik Industries AG	04-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Shopify Inc.	04-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1C. Elect Director Gail Goodman	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Executive Share Option Plan	3. Approve the Unallocated Options under the Stock Option Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	4. Approve the Third Amended and Restated Long Term Incentive Plan	Against
Shopify Inc.	04-Jun-24	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote on Executive Compensation Approach	Against
Booking Holdings Inc.	04-Jun-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Booking Holdings Inc.	04-Jun-24	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	5. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
General Motors Company	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
General Motors Company	04-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	4. Report on the Use of Child Labor in Connection with Electric Vehicles	For
General Motors Company	04-Jun-24	USA	E	Environmental - Other	Community -Environment Impact	6. Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	For
General Motors Company	04-Jun-24	USA	E, S	E&S Blended - Sustainability	Report on Sustainability	7. Report on Sustainability Risk in the Company's Supply Chain	For
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael J. Arougheti	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ashish Bhutani	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Antoinette Bush	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director R. Kipp deVeer	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Paul G. Joubert	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director David B. Kaplan	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael Lynton	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eileen Naughton	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Judy D. Olian	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Antony P. Ressler	Against
Ares Management Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Bennett Rosenthal	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric Branderiz	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sharmistha Dubey	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeannine P. Sargent	Against
Fortive Corporation	04-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alan G. Spoon	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fortive Corporation	04-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold
Palantir Technologies, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold
MarketAxess Holdings Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy Altobello	Against
MarketAxess Holdings Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jane Chwick	Against
MarketAxess Holdings Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William F. Cruger	Against
MarketAxess Holdings Inc.	05-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Cherie Brant	Withhold
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director David Hay	Withhold
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1I. Elect Director Melissa Sonberg	Withhold
Hydro One Limited	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1K. Elect Director Susan Wolburgh Jenah	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Angela Ahrendts	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth Chenault	Withhold
Airbnb, Inc.	05-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Against
Airbnb, Inc.	05-Jun-24	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
Fidelity National Information Services, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey A. Goldstein	Against
Fidelity National Information Services, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gary L. Lauer	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fidelity National Information Services, Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Unity Software Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David Kostman	Withhold
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Carla A. Harris	Against
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas W. Horton	Against
Walmart Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Randall L. Stephenson	Against
Walmart Inc.	05-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	For
Walmart Inc.	05-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Conduct and Report a Third-Party Racial Equity Audit	For
Walmart Inc.	05-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	For
Walmart Inc.	05-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Establish a Company Compensation Policy of Paying a Living Wage	For
Walmart Inc.	05-Jun-24	USA	S	Social - Health & Safety	Facility Safety	9. Commission a Third Party Audit on Workplace Safety and Violence	For
Datadog, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Alexis Le-Quoc	Withhold
Datadog, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Callahan	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kirk E. Arnold	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director W. Edmund Clark	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Michael E. Daniels	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Deanna Oppenheimer	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Simon Paris	Withhold
Thomson Reuters Corporation	05-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Barry Salzberg	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nicolas Galperin	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Henrique Dubugras	Withhold
MercadoLibre, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Richard Sanders	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MercadoLibre, Inc.	05-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Terrence R. Curtin	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alexander M. Cutler	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eleuthere I. du Pont	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Luther C. Kissam	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Deanna M. Mulligan	Against
DuPont de Nemours, Inc.	05-Jun-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	For
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Social - Health & Safety	Facility Safety	6. Commission a Third Party Audit on Working Conditions	For
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Adopt Policy to Not Interfere with Freedom of Association Rights	For
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Adoption of Automation	For
Chipotle Mexican Grill, Inc.	06-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	9. Report on Harassment and Discrimination Statistics	For
GoDaddy Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Leah Sweet	Against
GoDaddy Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Srinivas (Srini) Tallapragada	Against
Restaurant Brands International Inc.	06-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexandre Behring	Against
Restaurant Brands International Inc.	06-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ali G. Hedayat	Against
Restaurant Brands International Inc.	06-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Thecla Sweeney	Against
Restaurant Brands International Inc.	06-Jun-24	Canada	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Board Oversight of Diversity	For
Restaurant Brands International Inc.	06-Jun-24	Canada	E	Environmental - Other	Community -Environment Impact	6. Report on Supply Chain Water Risk Exposure	For
Restaurant Brands International Inc.	06-Jun-24	Canada	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	7. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
Restaurant Brands International Inc.	06-Jun-24	Canada	S	Social - Animal Welfare	Animal Welfare	8. Disclose Any Annual Benchmarks for Animal Welfare Goals	For
Restaurant Brands International Inc.	06-Jun-24	Canada	E	Environmental - Pollution	Recycling	10. Report on Efforts to Reduce Plastic Use	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Restaurant Brands International Inc.	06-Jun-24	Canada	G	Director Related - Board Related	Require Independent Board Chairman	11. Require Independent Board Chairman	For
lululemon athletica inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Isabel Mahe	Against
lululemon athletica inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Emily White	Against
lululemon athletica inc.	06-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	4. Report on Risks from Company's Use of Animal-Derived Materials	For
Twilio Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jeff Epstein	Withhold
Royalty Pharma Plc	06-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1d. Elect Director Errol De Souza	Against
Royalty Pharma Plc	06-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1g. Elect Director Ted Love	Against
Royalty Pharma Plc	06-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1h. Elect Director Gregory Norden	Against
Roku, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Ravi Ahuja	Withhold
Roku, Inc.	06-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Roku, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael R. Klein	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Laura Cox Kaplan	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Nassetta	Against
CoStar Group, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Rahul Gupta	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Archie L. Jones, Jr.	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Hala G. Moddelmog	Against
Corpay, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven T. Stull	Against
Corpay, Inc.	06-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Corpay, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Gartner, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter E. Bisson	Against
Gartner, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sutherland Fuchs	Against
Gartner, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William O. Grabe	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl K. Beebe	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gregory L. Ebel	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Timothy S. Gitzel	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Emery N. Koenig	Against
The Mosaic Company	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Kelvin R. Westbrook	Against
Toast, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deval L. Patrick	Withhold
Toast, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
Trane Technologies Plc	06-Jun-24	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jay C. Hoag	Against
Netflix, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Bradford L. Smith	Against
Netflix, Inc.	06-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Netflix, Inc.	06-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	4. Report on Use of Artificial Intelligence	For
Netflix, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Amend Code of Ethics and Report on Board Compliance with the Amended Code	For
Netflix, Inc.	06-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Allegion Plc	06-Jun-24	Ireland	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	07-Jun-24	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Risk in Retirement Plan Options	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Alphabet Inc.	07-Jun-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	9. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Reproductive Healthcare Misinformation Risks	For
Alphabet Inc.	07-Jun-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	11. Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	13. Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	14. Adopt Targets Evaluating YouTube Child Safety Policies	For
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director VeraLinn "Dash" Jamieson	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin J. Kennedy	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William G. LaPerch	Against
Digital Realty Trust, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mark R. Patterson	Against
ANSYS, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Ronald W. Hovsepian	Against
ANSYS, Inc.	07-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
ANSYS, Inc.	07-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Provide Right to Call a Special Meeting	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Arista Networks, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kelly Battles	Withhold
Arista Networks, Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Jayshree Ullal	Withhold
Arista Networks, Inc.	07-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.2. Elect Director Olivia (Liv) Garfield	Withhold
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.3. Elect Director Nili Gilbert	Withhold
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.5. Elect Director Diana Noble	Withhold
Brookfield Asset Management Ltd.	07-Jun-24	Canada	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.6. Elect Director Satish Rai	Withhold
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5a. Elect Director Jonathan C. Burrell	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Joseph J. Hartnett	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5d. Elect Director Catherine A. Lewis	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7a. Appoint Jonathan C. Burrell as Member of the Compensation Committee	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7b. Appoint Joseph J. Hartnett as Member of the Compensation Committee	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7c. Appoint Catherine A. Lewis as Member of the Compensation Committee	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Garmin Ltd.	07-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Advisory Vote on the Swiss Statutory Compensation Report	Against
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Comcast Corporation	10-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	4. Report on Congruency of Political Spending with Company Stated Values	For
Keurig Dr Pepper Inc.	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1C. Elect Director Oray B. Boston, Jr.	Against
Keurig Dr Pepper Inc.	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1G. Elect Director Paul Michaels	Against
Keurig Dr Pepper Inc.	10-Jun-24	USA	G	Director Election - Director Election	Elect Director	1J. Elect Director Debra Sandler	Against
Keurig Dr Pepper Inc.	10-Jun-24	USA	E	Environmental - Pollution	Recycling	4. Report on Efforts to Reduce Plastic Use	For
Nasdaq, Inc.	11-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank J. Fahrenkopf	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Don R. Kornstein	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director David P. Tomick	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Caesars Entertainment, Inc.	11-Jun-24	USA	S	Social - Health & Safety	Reduce Tobacco Harm to Health	5. Report on Potential Cost Savings Through Adoption of a Smokefree Policy	For
HubSpot, Inc.	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jill Ward	Against
Bechtle AG	11-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Bechtle AG	11-Jun-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Bechtle AG	11-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9. Elect Stephanie Holdt to the Supervisory Board	Against
Toyota Industries Corp.	11-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Onishi, Akira	Against
Toyota Industries Corp.	11-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ito, Koichi	Against
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Fernando Aguirre	Against
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paget L. Alves	Against
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director P.W. "Bill" Parker	Against
Synchrony Financial	11-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Laurel J. Richie	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Synchrony Financial	11-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Stacy Seng as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Lukas Braunschweiler as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Julie Tay as Director	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.4. Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-Jun-24	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William J. Colombo	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Anne Fink	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Larry Fitzgerald, Jr.	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lawrence J. Schorr	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Larry D. Stone	Withhold
Dick's Sporting Goods, Inc.	12-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Adopt a Policy to Annually Disclose EEO-1 Report	For
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director David W. MacLennan	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Debra L. Reed-Klages	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Susan C. Schwab	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Rayford Wilkins, Jr.	Against
Caterpillar, Inc.	12-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Caterpillar, Inc.	12-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
Incyte Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Julian C. Baker	Against
Incyte Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jean-Jacques Bienaime	Against
Incyte Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jacquelyn A. Fouse	Against
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andre Almeida	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marcelo Claire	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Srikant M. Datar	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Srinivasan Gopalan	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Timotheus Hottges	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christian P. Illek	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James Kavanaugh	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Raphael Kubler	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Thorsten Langheim	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Dominique Leroy	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Letitia A. Long	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director G. Michael (Mike) Sievert	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Teresa A. Taylor	Withhold
T-Mobile US, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Kelvin R. Westbrook	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lynne Hedley	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Matthew J. Wallach	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sandra D. Morgan	Withhold
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director John D. Rood	Withhold
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Strategic Transactions - Corporate Transactions/Reorganizations	Change Jurisdiction of Incorporation []	2. Change State of Incorporation from Delaware to Nevada	Against
Fidelity National Financial, Inc.	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Douglas M. Baker, Jr.	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director George S. Barrett	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christine A. Leahy	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against
Target Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dmitri L. Stockton	Against
Target Corporation	12-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Target Corporation	12-Jun-24	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on Animal Pain Management	For
Target Corporation	12-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Establish a Company Compensation Policy of Paying a Living Wage	For
Target Corporation	12-Jun-24	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Stated Values	For
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christopher L. Augustini	Against
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Daniel L. Mosley	Against
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Mark L. Shapiro	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
W. R. Berkley Corporation	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jonathan Talisman	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marla Blow	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary S. Briggs	Against
Etsy, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melissa Reiff	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Etsy, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Maverick Carter	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Chad Hollingsworth	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James Iovine	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Gregory B. Maffei	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Randall T. Mays	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Latriece Watkins	Against
Live Nation Entertainment, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Exact Sciences Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Paul Clancy	Against
Gaming and Leisure Properties, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James B. Perry	Against
Gaming and Leisure Properties, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Barry F. Schwartz	Against
Monolithic Power Systems, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Eugen Elmiger	Withhold
Monolithic Power Systems, Inc.	13-Jun-24	USA	G	Director Related - Board Related	Declassify the Board of Directors	4. Declassify the Board of Directors	For
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jonathan Chadwick	Withhold
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cindy Hoots	Withhold
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dan Scheinman	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zoom Video Communications, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Grifols SA	13-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Advisory Vote on Remuneration Report	Against
Grifols SA	13-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Amend Remuneration Policy	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Constantin H. Beier	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Margaret G. Lewis	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Christopher J. Niehaus	Against
W. P. Carey Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Elisabeth T. Stheeman	Against
Monster Beverage Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gary P. Fayard	Withhold
Monster Beverage Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven G. Pizula	Withhold
Monster Beverage Corporation	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark S. Vidergauz	Withhold
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James Murdoch	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kimbal Musk	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Ratify Performance Based Stock Options to Elon Musk	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Related - Board Related	Declassify the Board of Directors	6. Declassify the Board of Directors	For
Tesla, Inc.	13-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	7. Adopt Simple Majority Vote	For
Tesla, Inc.	13-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Harassment and Discrimination Prevention Efforts	For
Tesla, Inc.	13-Jun-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	9. Adopt a Non-Interference Policy Respecting Freedom of Association	For
Tesla, Inc.	13-Jun-24	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	11. Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tesla, Inc.	13-Jun-24	USA	E	Environmental - Other	Community -Environment Impact	12. Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	For
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brian Armstrong	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Frederick Ernest Ehrsam, III	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kelly A. Kramer	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Gokul Rajaram	Withhold
Coinbase Global, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Fred Wilson	Withhold
Fortinet, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William H. Neukom	Against
Fortinet, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Judith Sim	Against
Fortinet, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director James Stavridis	Against
Fortinet, Inc.	14-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Hankyu Hanshin Holdings, Inc.	14-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Sumi, Kazuo	Against
Regeneron Pharmaceuticals, Inc.	14-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Arthur F. Ryan	Against
Regeneron Pharmaceuticals, Inc.	14-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	For
CrowdStrike Holdings, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gerhard Watzinger	Withhold
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Richard K. Davis	Against
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gabrielle Sulzberger	Against
Mastercard Incorporated	18-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Workday, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Aneel Bhusri	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Workday, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas F. Bogan	Against
Workday, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lynne M. Doughtie	Against
Workday, Inc.	18-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Workday, Inc.	18-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against
Japan Post Bank Co., Ltd.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kasama, Takayuki	Against
NTT DATA Group Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director and Audit Committee Member Sakamoto, Eiichi	Against
Rivian Automotive, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jay Flatley	Withhold
Rivian Automotive, Inc.	18-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Toyota Motor Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Akio	Against
Toyota Motor Corp.	18-Jun-24	Japan	E, S	E&S Blended - Climate	Climate Change Lobbying	4. Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	For
Block, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Randall Garutti	Withhold
LY Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kawabe, Kentaro	Against
LY Corp.	18-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Idezawa, Takeshi	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl W. Grise	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carla A. Harris	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Glenn Hubbard	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeh C. Johnson	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Denise M. Morrison	Against
MetLife, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Weinberger	Against
MetLife, Inc.	18-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Conduct and Report a Third-Party Racial Equity Audit	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Kal Atwal as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Horst Baier as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Adam Crozier as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Karen Jones as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Chris Kennedy as Director	Against
Whitbread Plc	18-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Cilla Snowball as Director	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.2. Elect Roger Rabalais to the Supervisory Board	Against
Delivery Hero SE	19-Jun-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	4.3. Elect Martin Enderle to the Supervisory Board	Against
Japan Post Holdings Co., Ltd.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Masuda, Hiroya	Against
Nippon Sanso Holdings Corp.	19-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Akashi, Kentaro	Against
Nippon Sanso Holdings Corp.	19-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Ichiya, Kohei	Against
West Japan Railway Co.	19-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Ogura, Maki	Against
Yakult Honsha Co., Ltd.	19-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2.2. Appoint Statutory Auditor Machida, Emi	Against
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph J. DeAngelo	Withhold
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Joseph van Dokkum	Withhold
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Roger Fradin	Withhold
Vertiv Holdings Co.	19-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Edward L. Monser	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vertiv Holdings Co.	19-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Walker Bynoe	Withhold
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary Kay Haben	Withhold
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tahsinul Zia Huque	Withhold
Equity Residential	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark S. Shapiro	Withhold
Equity Residential	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ivanhoe Mines Ltd.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2C. Elect Director Tadeu Carneiro	Withhold
Ivanhoe Mines Ltd.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2I. Elect Director Phumzile Mlambo-Ngcuka	Withhold
Ivanhoe Mines Ltd.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2K. Elect Director Delphine Traore	Withhold
Biogen Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Caroline D. Dorsa	Against
Biogen Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director William A. Hawkins	Against
Biogen Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric K. Rowinsky	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Cheryl W. Grise	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hilal	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edward J. Kelly, III	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stephanie P. Stahl	Against
Dollar Tree, Inc.	20-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Okta, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael Stankey	Withhold
Okta, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
DoorDash, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Elinor Mertz	Against
DoorDash, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Tony Xu	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DoorDash, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Shimada, Akira	Against
Ricoh Co., Ltd.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Yamashita, Yoshinori	Against
Ricoh Co., Ltd.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oyama, Akira	Against
SCSK Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3. Elect Director and Audit Committee Member Miki, Yasuo	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.5. Elect Director Okubo, Tetsuo	Against
TAISEI Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Tanaka, Shigeyoshi	Against
TAISEI Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Aikawa, Yoshiro	Against
TAISEI Corp.	20-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1. Appoint Statutory Auditor Sato, Yasuhiro	Against
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel Dines	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philippe Botteri	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Laela Sturdy	Withhold
UiPath, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Brad W. Buss	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rebecca W. House	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Robert E. Switz	Against
Marvell Technology, Inc.	20-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Claudia Arney as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Catherine Bradley as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Jeff Carr as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Sophie Gasperment as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Rakhi Goss-Custard as Director	Against
Kingfisher plc	20-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Bill Lennie as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Elect BPIFRANCE INVESTISSEMENT as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Christine Anglade as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Claude Ehlinger as Director	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lester B. Knight	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.6. Elect Director Fulvio Conti	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.7. Elect Director Cheryl A. Francis	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.9. Elect Director Richard C. Notebaert	Against
Aon Plc	21-Jun-24	Ireland	G	Director Election - Director Election	Elect Director	1.10. Elect Director Gloria Santona	Against
NIPPON STEEL CORP.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hashimoto, Eiji	Against
NIPPON STEEL CORP.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Imai, Tadashi	Against
NIPPON STEEL CORP.	21-Jun-24	Japan	E	Environmental - Climate	GHG Emissions	6. Amend Articles to Set and Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	For
NIPPON STEEL CORP.	21-Jun-24	Japan	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	7. Amend Articles to Introduce Executive Compensation System Linked to Greenhouse Gas Emission Reduction Target and Disclose How Compensation Policy Contributes to Achievement of the Target	For
NIPPON STEEL CORP.	21-Jun-24	Japan	E, S	E&S Blended - Climate	Climate Change Lobbying	8. Amend Articles to Report on Corporate Climate Lobbying	For
SoftBank Group Corp.	21-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Son, Masayoshi	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tobu Railway Co., Ltd.	21-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.5. Appoint Statutory Auditor Hayashi, Nobuhide	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	1. Re-elect John Rishton as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Mary McDowell as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Gill Whitehead as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Louise Smalley as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Joanne Wilson as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Zheng Yin as Director	Against
Informa Plc	21-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Andrew Ransom as Director	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marc Beilinson	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jay Clayton (Walter J. Clayton, III)	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Mitra Hormozi	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Pamela Joyner	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director A.B. Krongard	Against
Apollo Global Management, Inc.	24-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Lynn Swann	Against
MS&AD Insurance Group Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Hara, Noriyuki	Against
Sompo Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Okumura, Miko	Against
Sompo Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Endo, Isao	Against
Tokio Marine Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nagano, Tsuyoshi	Against
Tokio Marine Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Komiya, Satoru	Against
Dai-ichi Life Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.4. Elect Director and Audit Committee Member Masuda, Koichi	Against
Dai-ichi Life Holdings, Inc.	24-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.5. Elect Director and Audit Committee Member Nagase, Satoshi	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Asahi Kasei Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kobori, Hideki	Against
Asahi Kasei Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kudo, Koshiro	Against
Kajima Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Oshimi, Yoshikazu	Against
Kajima Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Amano, Hiromasa	Against
Mitsubishi Electric Corp.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Peter D. Pedersen	Against
MongoDB, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Roelof Botha	Withhold
MongoDB, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dev Ittycheria	Withhold
TOTO Ltd.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director and Audit Committee Member Marumori, Yasushi	Against
Toray Industries, Inc.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	25-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Expedia Group, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Barry Diller	Withhold
Expedia Group, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Dara Khosrowshahi	Withhold
Expedia Group, Inc.	25-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CarMax, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Shira D. Goodman	Against
CarMax, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Marcella Shinder	Against
CarMax, Inc.	25-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mitchell D. Steenrod	Against
CarMax, Inc.	25-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Persis S. Drell	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Mark A. Stevens	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Robinhood Markets, Inc.	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan Rubinstein	Against
Robinhood Markets, Inc.	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Dara Treseder	Against
Mizuho Financial Group, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Uchida, Takakazu	Against
Mizuho Financial Group, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Imai, Seiji	Against
Mizuho Financial Group, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kihara, Masahiro	Against
Mizuho Financial Group, Inc.	26-Jun-24	Japan	E, S	E&S Blended - Board Related	Require Environmental/Social Issue Qualifications for Director Nominees	2. Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	For
Mizuho Financial Group, Inc.	26-Jun-24	Japan	E	Environmental - Climate	Report on Climate Change	3. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For
Resona Holdings, Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Minami, Masahiro	Against
Sumitomo Metal Mining Co. Ltd.	26-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3. Appoint Statutory Auditor Ieda, Tsuguya	Against
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Christophe Weber	Against
Takeda Pharmaceutical Co., Ltd.	26-Jun-24	Japan	G	Compensation - Director/Statutory Auditor Bonus	Approve Annual Bonus Payment for Directors and Statutory Auditors	4. Approve Annual Bonus	Against
The Chiba Bank, Ltd.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Yonemoto, Tsutomu	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.5. Elect Director Manabe, Seiji	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.7. Elect Director Sono, Kiyoshi	Against
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	S	Social - Diversity, Equity, & Inclusion	Adopt Sexual Orientation Anti-Bias Policy	8. Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	For
The Kansai Electric Power Co., Inc.	26-Jun-24	Japan	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	13. Amend Articles to Require Individual Compensation Disclosure for Outside Directors and Executive Officers	For
Keisei Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1. Appoint Statutory Auditor Teshima, Tsuneaki	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Keisei Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	4. Amend Articles to Add Provision on Capital Allocation Policy and Management of Investment Securities	For
Koito Manufacturing Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Yamaguchi, Hidemi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Shimizu, Hiroshi	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.13. Elect Director Kamezawa, Hironori	Against
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	E, S	E&S Blended - Board Related	Require Environmental/Social Issue Qualifications for Director Nominees	3. Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	For
Mitsubishi UFJ Financial Group, Inc.	27-Jun-24	Japan	E	Environmental - Climate	Report on Climate Change	4. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For
Obayashi Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Obayashi, Takeo	Against
Obayashi Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hasuwa, Kenji	Against
Odakyu Electric Railway Co., Ltd.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.2. Elect Director and Audit Committee Member Hayashi, Takeshi	Against
Oriental Land Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Saigusa, Norio	Against
Oriental Land Co., Ltd.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.4. Appoint Statutory Auditor Mashimo, Yukihiro	Against
Oriental Land Co., Ltd.	27-Jun-24	Japan	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	6. Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation	Against
Sharp Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Po-Hsuan Wu	Against
Sumitomo Mitsui Financial Group, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Kunibe, Takeshi	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sumitomo Mitsui Financial Group, Inc.	27-Jun-24	Japan	E, S	E&S Blended - Board Related	Require Environmental/Social Issue Qualifications for Director Nominees	4. Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	For
Sumitomo Mitsui Financial Group, Inc.	27-Jun-24	Japan	E	Environmental - Climate	Report on Climate Change	5. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For
Suzuki Motor Corp.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Suzuki, Toshihiro	Against
TOPPAN Holdings, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kaneko, Shingo	Against
TOPPAN Holdings, Inc.	27-Jun-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Maro, Hideharu	Against
Tokyu Corp.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Watanabe, Hajime	Against
Tokyu Corp.	27-Jun-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.4. Appoint Statutory Auditor Inagaki, Seiji	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Stephen Daintith as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Hutchison as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Lesley Knox as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Coline McConville as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Peter McKellar as Director	Against
3i Group PLC	27-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Alexandra Schaapveld as Director	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Laura Alber	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Arnold Donald	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robin Washington	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Salesforce, Inc.	27-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Dell Technologies Inc.	27-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
The Swatch Group AG	08-May-24	Annual	Switzerland	1812261
The Goldman Sachs Group, Inc.	24-Apr-24	Annual	USA	1835533