

Board Statistics Report



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): BPFL Passive SDG DM Equities

Custodian Account(s): All custodian accounts

Reporting Period: 01/01/2024 to 03/31/2024

Meeting Overview

Category	Number	Percentage
Number of votable meetings	63	
Number of meetings voted	59	93.65%
Number of meetings with at least 1 vote Against, Withhold or Abstain	51	80.95%

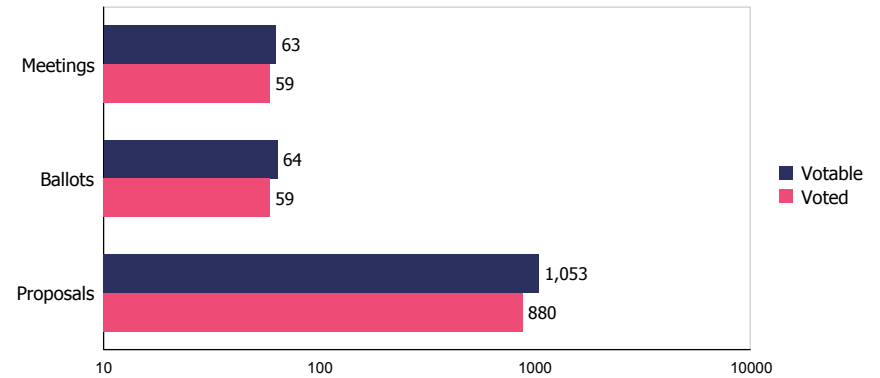
Ballot Overview

Category	Number	Percentage
Number of votable ballots	64	
Number of ballots voted	59	92.19%

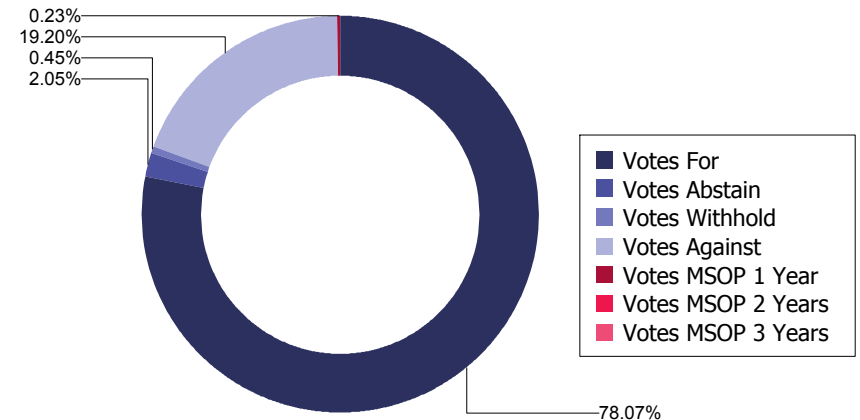
Proposal Overview

Category	Number	Percentage
Number of votable items	1,053	
Number of items voted	880	83.57%
Number of votes FOR	687	78.07%
Number of votes AGAINST	169	19.20%
Number of votes ABSTAIN	18	2.05%
Number of votes WITHHOLD	4	0.45%
Number of votes on MSOP Frequency 1 Year	2	0.23%
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	836	95.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	687	78.07%
Number of votes Against Mgmt	193	21.93%
Number of votes on MSOP (exclude frequency)	54	6.14%
Number of votes on Shareholder Proposals	14	1.59%

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.

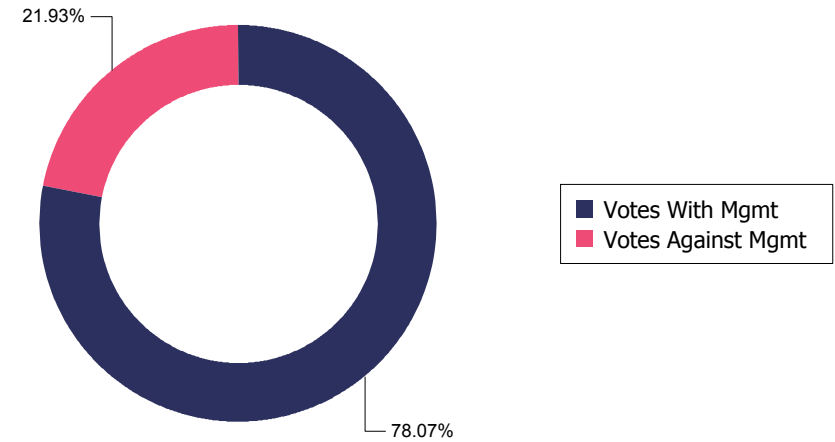
Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines :

<https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy

No graphical representation provided.

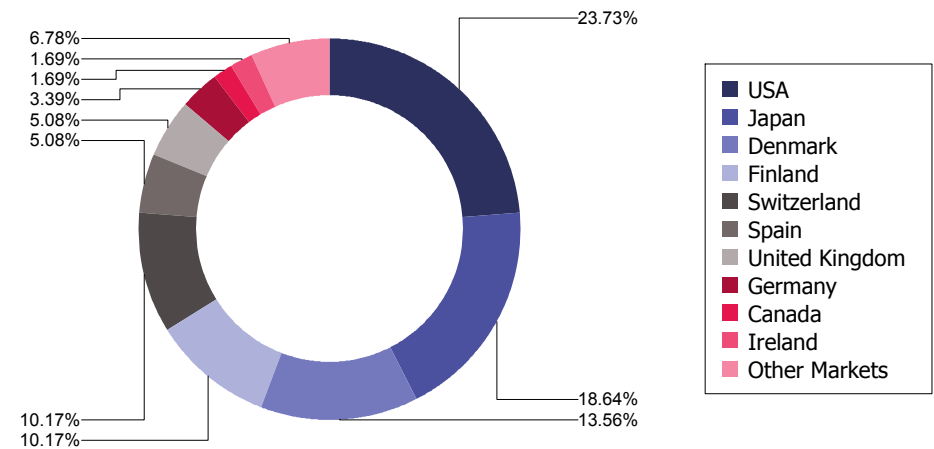
Vote Alignment with Management



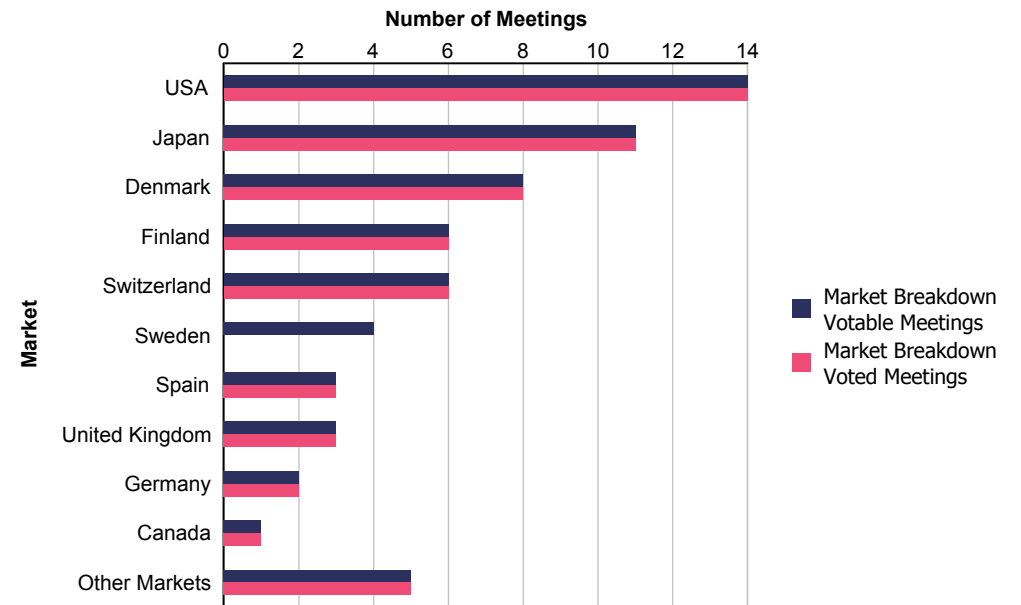
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	14	14	100.00%
Japan	11	11	100.00%
Denmark	8	8	100.00%
Finland	6	6	100.00%
Switzerland	6	6	100.00%
Sweden	4	0	0.00%
Spain	3	3	100.00%
United Kingdom	3	3	100.00%
Germany	2	2	100.00%
Canada	1	1	100.00%
Ireland	1	1	100.00%
Israel	1	1	100.00%
Netherlands	1	1	100.00%
Norway	1	1	100.00%
Singapore	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank Leumi Le-Israel Ltd.	04-Jan-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
Bank Leumi Le-Israel Ltd.	04-Jan-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
Bank Leumi Le-Israel Ltd.	04-Jan-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
Zscaler, Inc.	05-Jan-24	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Jagtar (Jay) Chaudhry	Withhold
Zscaler, Inc.	05-Jan-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
Intuit Inc.	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Suzanne Nora Johnson	Against
Intuit Inc.	18-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Intuit Inc.	18-Jan-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Decker	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard A. Galanti	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Hamilton E. James	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director W. Craig Jelinek	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey S. Raikes	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mary Agnes (Maggie) Wilderotter	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG 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
Costco Wholesale Corporation	18-Jan-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
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Janice M. Babiak	Against
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stefano Pessina	Against
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Nancy M. Schlichting	Against
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Walgreens Boots Alliance, Inc.	25-Jan-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
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	5. Report on Cigarette Waste	Against
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Rockwell Automation, Inc.	06-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	C. Ratify Deloitte & Touche LLP as Auditors	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kim R. Cocklin	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Sean Donohue	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Rafael G. Garza	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richard K. Gordon	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nancy K. Quinn	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard A. Sampson	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Atmos Energy Corporation	07-Feb-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
Compass Group Plc	08-Feb-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Dominic Blakemore 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
Fair Isaac Corporation	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Braden R. Kelly	Against
Fair Isaac Corporation	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James D. Kirsner	Against
Fair Isaac Corporation	14-Feb-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
Fair Isaac Corporation	14-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
PTC Inc.	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mark Benjamin	Withhold
PTC Inc.	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Paul Lacy	Withhold
PTC Inc.	14-Feb-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
PTC Inc.	14-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Deere & Company	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John C. May	Against
Deere & Company	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dmitri L. Stockton	Against
Deere & Company	28-Feb-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
Deere & Company	28-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Deere & Company	28-Feb-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. Report on GHG Reduction Policies and Their Impact on Revenue Generation	Against
Deere & Company	28-Feb-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Civil Rights and Non-Discrimination Audit Proposal	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.a. Reelect Matti Alahuhta 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
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.d. Reelect Antti Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.g. Elect Timo Ihamuotila as New Director	Against
Kone Oyj	29-Feb-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Shares and Options without Preemptive Rights	Against
Novozymes A/S	04-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	3.c. Elect Kim Stratton as Director	Abstain
Novartis AG	05-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Patrice Bula as Director	Against
Novartis AG	05-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Elizabeth Doherty as Director	Against
Novartis AG	05-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	05-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Orsted A/S	05-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8.1. Ratify PricewaterhouseCoopers as Auditor	Abstain
Orsted A/S	05-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8.2. Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Abstain
Demant A/S	06-Mar-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	06-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	06-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Niels Jacobsen as Director	Abstain
Hologic, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephen P. MacMillan	Against
Hologic, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Charles J. Dockendorff	Against
Hologic, Inc.	07-Mar-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
Hologic, Inc.	07-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. 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
Applied Materials, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against
Applied Materials, Inc.	07-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify KPMG LLP as Auditors	Against
Wartsila Oyj Abp	07-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Against
Wartsila Oyj Abp	07-Mar-24	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: General Meeting	Abstain
Genmab A/S	13-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	5.f. Reelect Anders Gersel Pedersen as Director	Abstain
Genmab A/S	13-Mar-24	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Against
Genmab A/S	13-Mar-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.d. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Johnson Controls International plc	13-Mar-24	Ireland	G	Audit Related - Auditor Related	Ratify Auditors	2a. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Johnson Controls International plc	13-Mar-24	Ireland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	2b. Authorize Board to Fix Remuneration of Auditors	Against
Pandora AS	14-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify Ernst & Young as Auditor	Abstain
DSV A/S	14-Mar-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
DSV A/S	14-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.6. Reelect Tarek Sultan Al-Essa as Director	Abstain
DSV A/S	14-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.7. Reelect Benedikte Leroy as Director	Abstain
DSV A/S	14-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify PricewaterhouseCoopers as Auditor	Abstain
The Cooper Companies, Inc.	19-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lawrence E. Kurzius	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Cooper Companies, Inc.	19-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
The Cooper Companies, Inc.	19-Mar-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
AECOM	19-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kristy Pipes	Against
AECOM	19-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Daniel R. Tishman	Against
AECOM	19-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
AECOM	19-Mar-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
Orion Oyj	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Orion Oyj	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Orion Oyj	20-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Against
Stora Enso Oyj	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Stora Enso Oyj	20-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytola as New Director	Abstain
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Audit Related - Auditor Related	Ratify Auditors	10.c. Ratify Deloitte as Auditors	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charles J. Dockendorff	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ronald S. Nersesian	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert A. Rango	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Elect Johan Forssell as Director	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	7.9. Elect Mats Rahmstrom as Director	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	7.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2022/23	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8. Elect Stefan Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Watanabe, Katsuaki	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hidaka, Yoshihiro	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Maruyama, Heiji	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Matsuyama, Satohiko	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Shitara, Motofumi	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Nakata, Takuya	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Masui, Keiji	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Victor Balli as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Ingrid Deltenre as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Sophie Gasperment as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Roberto Guidetti as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.7. Reelect Tom Knutzen as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Victor Balli as Member of the Compensation Committee	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.2. Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	21-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Tryg A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	7.1. Reelect Jukka Pertola as Member of Board	Abstain
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kitao, Yuichi	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Yoshikawa, Masato	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Watanabe, Dai	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kimura, Hiroto	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Yoshioka, Eiji	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hanada, Shingo	Against
Kyowa Kirin Co., Ltd.	22-Mar-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3. Appoint Statutory Auditor Kobayashi, Hajime	Against
Hulic Co., Ltd.	26-Mar-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Aratani, Masao	Against
Kesko Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Kesko Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kesko Oyj	26-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	15. Reelect Esa Kiiskinen, Peter Fageras, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Calvin Grieder as Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ian Gallienne as Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Kory Sorenson as Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Calvin Grieder as Board Chair	Against
SGS SA	26-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Ian Gallienne as Member of the Compensation Committee	Against
SGS SA	26-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Kory Sorenson as Member of the Compensation Committee	Against
SGS SA	26-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sika AG	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Viktor Balli 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
Sika AG	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Justin Howell as Director	Against
Sika AG	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Elect Thomas Aebischer as Director	Against
Sika AG	26-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	26-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sakamoto, Seishi	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kobayashi, Yasuhiro	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Ieta, Yasushi	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Nishiguchi, Shiro	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Maruyama, Satoru	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Yaguchi, Kyo	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director and Audit Committee Member Mizutani, Tadashi	Against
Neste Corp.	27-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Neste Corp.	27-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipila (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Against
Nippon Paint Holdings Co., Ltd.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Goh Hup Jin	Against
Nippon Paint Holdings Co., Ltd.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Nakamura, Masayoshi	Against
Swisscom AG	27-Mar-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Swisscom AG	27-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Michael Rechsteiner as Director and 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
Swisscom AG	27-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	27-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Parkland Corporation	28-Mar-24	Canada	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Okuda, Osamu	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Taniguchi, Iwaaki	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director Iikura, Hitoshi	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.7. Elect Director Christoph Franz	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.8. Elect Director James H. Sabry	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.9. Elect Director Teresa A. Graham	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Timothy Andree	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Igarashi, Hiroshi	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Soga, Arinobu	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Sagawa, Keiichi	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sogabe, Mihoko	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Saito, Mitsuru	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Horikiri, Satoshi	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Akaishi, Mamoru	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Abe, Sachiko	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Shiba, Yojiro	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Nakamoto, Takashi	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Aoki, Yoshio	Against
Rakuten Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Mikitani, Hiroshi	Against
DBS Group Holdings Ltd.	28-Mar-24	Singapore	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	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
Zscaler, Inc.	05-Jan-24	USA	G	Director Election - Director Election	Elect Director	1. Elect Director Jagtar (Jay) Chaudhry	Withhold
Zscaler, Inc.	05-Jan-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
Intuit Inc.	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Suzanne Nora Johnson	Against
Intuit Inc.	18-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Intuit Inc.	18-Jan-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Intuit Inc.	18-Jan-24	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	For
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Decker	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Richard A. Galanti	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Hamilton E. James	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director W. Craig Jelinek	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey S. Raikes	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mary Agnes (Maggie) Wilderotter	Against
Costco Wholesale Corporation	18-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Costco Wholesale Corporation	18-Jan-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
Costco Wholesale Corporation	18-Jan-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	For
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Janice M. Babiak	Against
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stefano Pessina	Against
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Nancy M. Schlichting	Against
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
Walgreens Boots Alliance, Inc.	25-Jan-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
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Establish a Company Compensation Policy of Paying a Living Wage	For
Walgreens Boots Alliance, Inc.	25-Jan-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	For
Rockwell Automation, Inc.	06-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	C. Ratify Deloitte & Touche LLP as Auditors	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Kim R. Cocklin	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Sean Donohue	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Rafael G. Garza	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Richard K. Gordon	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Nancy K. Quinn	Against
Atmos Energy Corporation	07-Feb-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard A. Sampson	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Atmos Energy Corporation	07-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Atmos Energy Corporation	07-Feb-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
Compass Group Plc	08-Feb-24	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Dominic Blakemore as Director	Against
Fair Isaac Corporation	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Braden R. Kelly	Against
Fair Isaac Corporation	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James D. Kirsner	Against
Fair Isaac Corporation	14-Feb-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
Fair Isaac Corporation	14-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
PTC Inc.	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mark Benjamin	Withhold
PTC Inc.	14-Feb-24	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Paul Lacy	Withhold
PTC Inc.	14-Feb-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
PTC Inc.	14-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Deere & Company	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John C. May	Against
Deere & Company	28-Feb-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Dmitri L. Stockton	Against
Deere & Company	28-Feb-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
Deere & Company	28-Feb-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
Deere & Company	28-Feb-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.a. Reelect Matti Alahuhta as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.d. Reelect Antti Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.g. Elect Timo Ihamuotila as New Director	Against
Kone Oyj	29-Feb-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Shares and Options without Preemptive Rights	Against
Novozymes A/S	04-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	3.c. Elect Kim Stratton as Director	Abstain
Novartis AG	05-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Patrice Bula as Director	Against
Novartis AG	05-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Elizabeth Doherty as Director	Against
Novartis AG	05-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	05-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Orsted A/S	05-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8.1. Ratify PricewaterhouseCoopers as Auditor	Abstain
Orsted A/S	05-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	8.2. Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Abstain
Demant A/S	06-Mar-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	06-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	06-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Niels Jacobsen as Director	Abstain
Hologic, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephen P. MacMillan	Against
Hologic, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Charles J. Dockendorff	Against
Hologic, Inc.	07-Mar-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
Hologic, Inc.	07-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
Applied Materials, Inc.	07-Mar-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas J. Iannotti	Against
Applied Materials, Inc.	07-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify KPMG 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
Applied Materials, Inc.	07-Mar-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	4. Report on Lobbying Payments and Policy	For
Applied Materials, Inc.	07-Mar-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Wartsila Oyj Abp	07-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Against
Wartsila Oyj Abp	07-Mar-24	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: General Meeting	Abstain
Genmab A/S	13-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	5.f. Reelect Anders Gersel Pedersen as Director	Abstain
Genmab A/S	13-Mar-24	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Against
Genmab A/S	13-Mar-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.d. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Johnson Controls International plc	13-Mar-24	Ireland	G	Audit Related - Auditor Related	Ratify Auditors	2a. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Johnson Controls International plc	13-Mar-24	Ireland	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	2b. Authorize Board to Fix Remuneration of Auditors	Against
Pandora AS	14-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify Ernst & Young as Auditor	Abstain
DSV A/S	14-Mar-24	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
DSV A/S	14-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.6. Reelect Tarek Sultan Al-Essa as Director	Abstain
DSV A/S	14-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.7. Reelect Benedikte Leroy as Director	Abstain
DSV A/S	14-Mar-24	Denmark	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify PricewaterhouseCoopers as Auditor	Abstain
The Cooper Companies, Inc.	19-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lawrence E. Kurzius	Against
The Cooper Companies, Inc.	19-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
The Cooper Companies, Inc.	19-Mar-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
AECOM	19-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kristy Pipes	Against
AECOM	19-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Daniel R. Tishman	Against
AECOM	19-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
AECOM	19-Mar-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
Orion Oyj	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Orion Oyj	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Orion Oyj	20-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Against
Stora Enso Oyj	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Stora Enso Oyj	20-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuhne and Richard Nilsson as Directors; Elect Reima Rytsola as New Director	Abstain
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnun and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	Against
Gjensidige Forsikring ASA	20-Mar-24	Norway	G	Audit Related - Auditor Related	Ratify Auditors	10.c. Ratify Deloitte as Auditors	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Charles J. Dockendorff	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ronald S. Nersesian	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Robert A. Rango	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Keysight Technologies, Inc.	21-Mar-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Keysight Technologies, Inc.	21-Mar-24	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	7. Adopt Simple Majority Vote	For
ABB Ltd.	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	7.4. Elect Johan Forssell as Director	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	7.9. Elect Mats Rahmstrom as Director	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	7.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	21-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2022/23	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8. Elect Stefan Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	21-Mar-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Watanabe, Katsuaki	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Hidaka, Yoshihiro	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Maruyama, Heiji	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Matsuyama, Satohiko	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Shitara, Motofumi	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.6. Elect Director Nakata, Takuya	Against
Yamaha Motor Co., Ltd.	21-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Masui, Keiji	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Victor Balli as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Ingrid Deltenre as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Sophie Gasperment as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Roberto Guidetti as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	6.1.7. Reelect Tom Knutzen as Director	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Victor Balli as Member of the Compensation Committee	Against
Givaudan SA	21-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.2. Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	21-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3f. Reelect Martin Mackay as Director	Abstain
Tryg A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	7.1. Reelect Jukka Pertola as Member of Board	Abstain
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kitao, Yuichi	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Yoshikawa, Masato	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Watanabe, Dai	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kimura, Hiroto	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Yoshioka, Eiji	Against
Kubota Corp.	22-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Hanada, Shingo	Against
Kyowa Kirin Co., Ltd.	22-Mar-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3. Appoint Statutory Auditor Kobayashi, Hajime	Against
Hulic Co., Ltd.	26-Mar-24	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.3. Appoint Statutory Auditor Aratani, Masao	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kesko Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Kesko Oyj	26-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kesko Oyj	26-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	15. Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Calvin Grieder as Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ian Gallienne as Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Kory Sorenson as Director	Against
SGS SA	26-Mar-24	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	4.2. Reelect Calvin Grieder as Board Chair	Against
SGS SA	26-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Ian Gallienne as Member of the Compensation Committee	Against
SGS SA	26-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Kory Sorenson as Member of the Compensation Committee	Against
SGS SA	26-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sika AG	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Viktor Balli as Director	Against
Sika AG	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Justin Howell as Director	Against
Sika AG	26-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Elect Thomas Aebischer as Director	Against
Sika AG	26-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	26-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sakamoto, Seishi	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Kobayashi, Yasuhiro	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Ieta, Yasushi	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.6. Elect Director Nishiguchi, Shiro	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Maruyama, Satoru	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Yaguchi, Kyo	Against
HOSHIZAKI Corp.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director and Audit Committee Member Mizutani, Tadashi	Against
Neste Corp.	27-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Neste Corp.	27-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipilä (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Against
Nippon Paint Holdings Co., Ltd.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Goh Hup Jin	Against
Nippon Paint Holdings Co., Ltd.	27-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.7. Elect Director Nakamura, Masayoshi	Against
Swisscom AG	27-Mar-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Swisscom AG	27-Mar-24	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Michael Rechsteiner as Director and Board Chair	Against
Swisscom AG	27-Mar-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	27-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Parkland Corporation	28-Mar-24	Canada	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	2. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Okuda, Osamu	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Taniguchi, Iwaaki	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.3. Elect Director Iikura, Hitoshi	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.7. Elect Director Christoph Franz	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.8. Elect Director James H. Sabry	Against
Chugai Pharmaceutical Co., Ltd.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.9. Elect Director Teresa A. Graham	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Timothy Andree	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Igarashi, Hiroshi	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.3. Elect Director Soga, Arinobu	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.7. Elect Director Sagawa, Keiichi	Against
Dentsu Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	1.8. Elect Director Sogabe, Mihoko	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Saito, Mitsuru	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Horikiri, Satoshi	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.3. Elect Director Akaishi, Mamoru	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Abe, Sachiko	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Shiba, Yojiro	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director and Audit Committee Member Nakamoto, Takashi	Against
Nippon Express Holdings, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director and Audit Committee Member Aoki, Yoshio	Against
Rakuten Group, Inc.	28-Mar-24	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Mikitani, Hiroshi	Against
DBS Group Holdings Ltd.	28-Mar-24	Singapore	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Svenska Cellulosa AB SCA	22-Mar-24	Annual	Sweden	1821085
Svenska Handelsbanken AB	20-Mar-24	Annual	Sweden	1821914
Skandinaviska Enskilda Banken AB	19-Mar-24	Annual	Sweden	1822912
Volvo AB	27-Mar-24	Annual	Sweden	1823693