

# Board Statistics Report



## Parameters Used:

Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): CARMIGNAC INVESTISSEMENT  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 9/30/22 to 9/30/23

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	64	
Number of meetings voted	62	96.88%
Number of meetings with at least 1 vote Against, Withhold or Abstain	40	62.50%

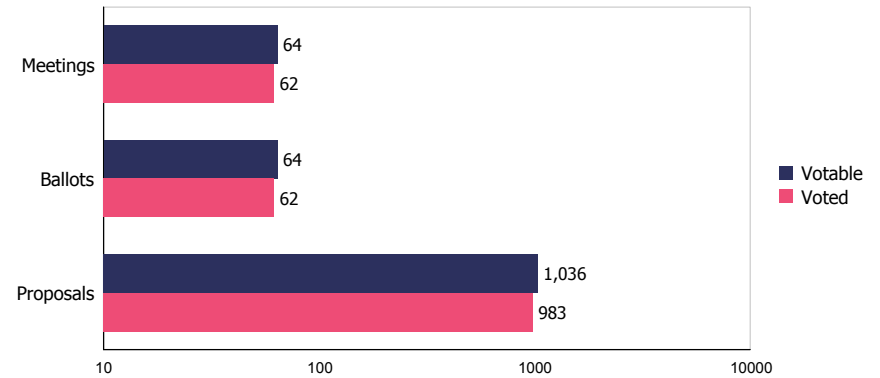
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	64	
Number of ballots voted	62	96.88%

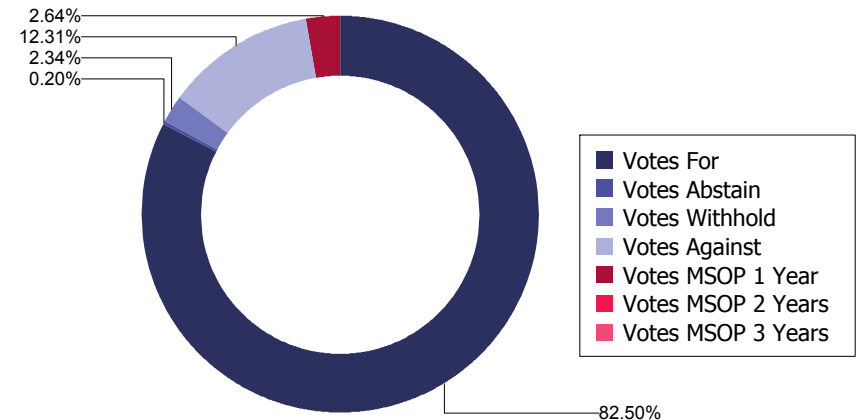
## Proposal Overview

Category	Number	Percentage
Number of votable items	1,036	
Number of items voted	983	94.88%
Number of votes FOR	811	82.50%
Number of votes AGAINST	121	12.31%
Number of votes ABSTAIN	2	0.20%
Number of votes WITHHOLD	23	2.34%
Number of votes on MSOP Frequency 1 Year	26	2.64%
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	828	84.23%
Number of votes Against Policy	52	5.29%
Number of votes With Mgmt	841	85.55%
Number of votes Against Mgmt	142	14.45%
Number of votes on MSOP (exclude frequency)	63	6.41%
Number of votes on Shareholder Proposals	71	7.22%

## Voting Statistics

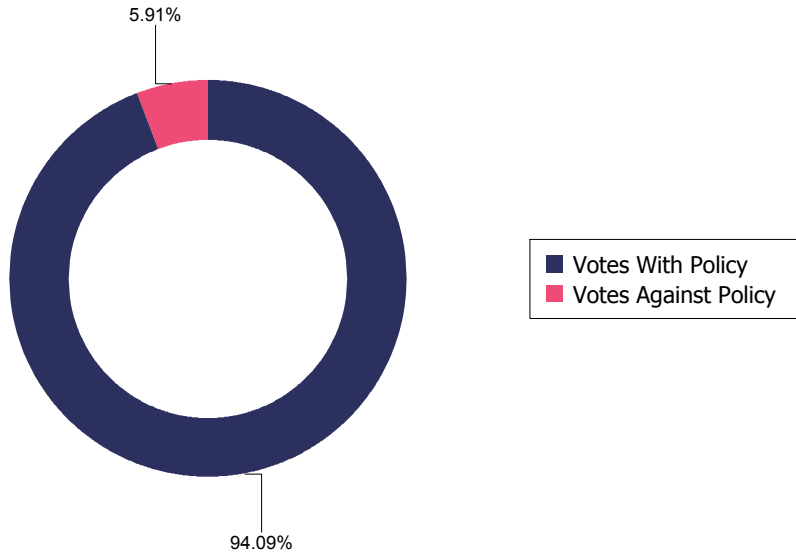


## Vote Cast Statistics

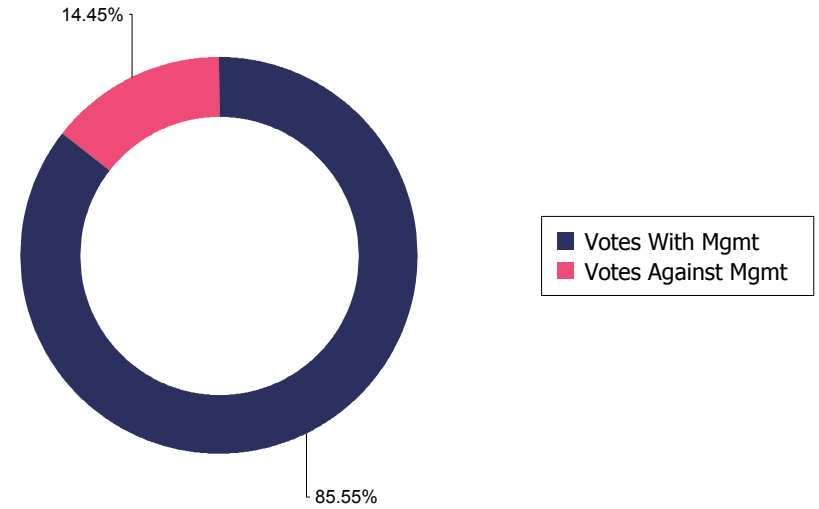


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

### Vote Alignment with Policy



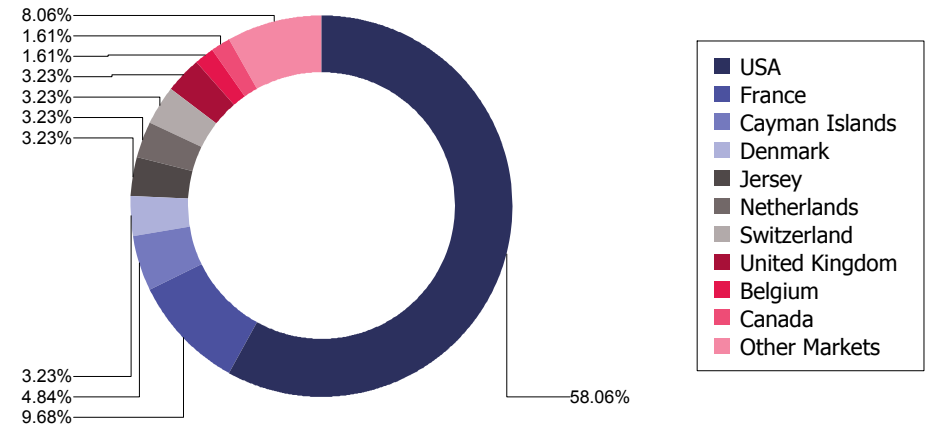
### Vote Alignment with Management



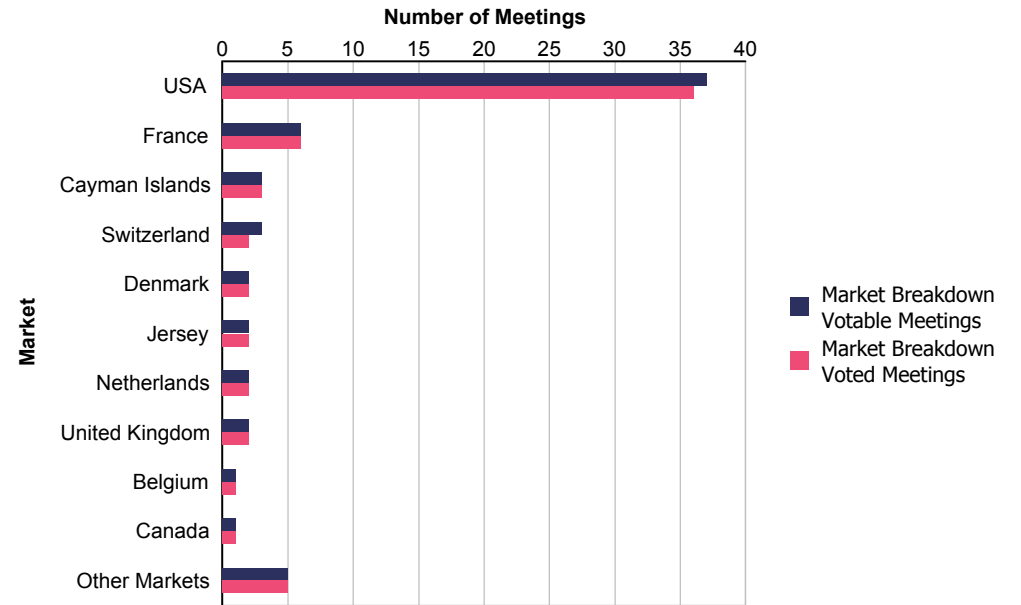
### Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	37	36	97.30%
France	6	6	100.00%
Cayman Islands	3	3	100.00%
Switzerland	3	2	66.67%
Denmark	2	2	100.00%
Jersey	2	2	100.00%
Netherlands	2	2	100.00%
United Kingdom	2	2	100.00%
Belgium	1	1	100.00%
Canada	1	1	100.00%
Curacao	1	1	100.00%
Germany	1	1	100.00%
Ireland	1	1	100.00%
Japan	1	1	100.00%
Taiwan	1	1	100.00%

### Meetings Voted by Market



### Market Voting Statistics



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	16-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	13-Dec-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Cost/Benefit Analysis of Diversity and Inclusion	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	Against
Microsoft Corporation	13-Dec-22	USA	E	Environmental - Climate	Report on Climate Change	6. Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	13-Dec-22	USA	S	Social - Weapons	Weapons - Related	8. Report on Development of Products for Military	Against
Costco Wholesale Corporation	19-Jan-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Risk Due to Restrictions on Reproductive Rights	Against
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin S. Craighead	Against
Emerson Electric Co.	07-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Deere & Company	22-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.3. Reelect Jeremy Anderson as Director	Against
UBS Group AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Hermes International SCA	20-Apr-23	France	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kurt J. Hilzinger	Against
Humana Inc.	20-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josée Kravis as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Natacha Valla as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle 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
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.a. Reelect Paul Bulcke as Director and Board Chair	Against
Nestle SA	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
L'Oreal SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Sophie Bellon 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
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.e. Reelect Claudio Garcia as Director	Against
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.g. Reelect Martin J. Barrington as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B.9. Approve Remuneration Report	Against
Eli Lilly and Company	01-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Impact of Extended Patent Exclusivities on Product Access	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	10. Report on Risks of Supporting Abortion	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	12. Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	13. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
S&P Global Inc.	03-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Capital One Financial Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ann Fritz Hackett	Against
Capital One Financial Corporation	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Board Oversight of Risks Related to Discrimination	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Elevance Health, Inc.	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stryker Corporation	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	6. Elect Lai Hin Wing Henry Stephen as Director and Authorize Board to Fix His Remuneration	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	14. Approve Termination of the 2017 Share Option Scheme and Adopt 2023 Share Option Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	15. Approve Service Provider Sublimit under New Share Option Scheme	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Adopt 2023 Share Award Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Service Provider Sublimit under New Share Award Scheme	Against
Centene Corporation	10-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Against
Universal Music Group NV	11-May-23	Netherlands	G	Director Election - Director Election	Elect Director	8.c. Reelect Luc van Os as Non-Executive Director	Against
Advanced Micro Devices, Inc.	18-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Intercontinental Exchange, Inc.	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	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.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Government Take Down Requests	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against
Amazon.com, Inc.	24-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
Pinterest, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pinterest, Inc.	25-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Censorship	Against
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	Management Climate-Related Proposal	14. Approve the Company's Sustainable Development and Energy Transition Plan	Against
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	GHG Emissions	A. Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Glencore Plc	26-May-23	Jersey	E	Environmental - Climate	Reporting on Climate Transition Plan	13. Approve 2022 Climate Report	Against
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	3. Report on Government Take Down Requests	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Allegations of Political Entanglement and Content Management Biases in India	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Data Privacy regarding Reproductive Healthcare	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Enforcement of Community Standards and User Content	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Block, Inc.	13-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2a.1. Elect Director Tao Xu	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2a.2. Elect Director Wangang Xu	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	3. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5. Authorize Reissuance of Repurchased Shares	Against
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andre Almeida	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marcelo Claude	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Srinivasan Gopalan	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Timotheus Hottges	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christian P. Illek	Withhold

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Raphael Kubler	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thorsten Langheim	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Dominique Leroy	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Teresa A. Taylor	Withhold
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Caroline D. Dorsa	Against
Biogen Inc.	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mastercard Incorporated	27-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Overseeing Risks Related to Discrimination	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	Against
Mastercard Incorporated	27-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephen F. Angel	Against
Linde Plc	24-Jul-23	Ireland	G	Audit Related - Auditor Related	Ratify Auditors	2a. Ratify PricewaterhouseCoopers as Auditors	Against

**Analysis of Votes Against Policy**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Hamilton E. James	For
Costco Wholesale Corporation	19-Jan-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Risk Due to Restrictions on Reproductive Rights	Against

## Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Thomas Thune Andersen (Chair) as Director	For
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6.1. Reelect Helge Lund as Board Chairman	For
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Dentsu Group, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Sagawa, Keiichi	For
Dentsu Group, Inc.	30-Mar-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director Sogabe, Mihoko	For
UBS Group AG	05-Apr-23	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	3. Approve Sustainability Report	For
Airbus SE	19-Apr-23	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4.4. Approve Discharge of Executive Directors	For
Airbus SE	19-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.7. Reelect Ralph D. Crosby, Jr. as Non-Executive Director	For
Airbus SE	19-Apr-23	Netherlands	G	Director Election - Director Election	Elect Director	4.8. Reelect Mark Dunkerley as Non-Executive Director	For
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	For
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	For
L'Oreal SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Sophie Bellon as Director	Against
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.d. Reelect Sabine Chalmers as Director	For
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.f. Elect Heloisa Sicupira as Director	For
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.h. Reelect Alejandro Santo Domingo as Restricted Share Director	For
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.i. Elect Salvatore Mancuso as Restricted Share Director	For
Eli Lilly and Company	01-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	9. Report on Impact of Extended Patent Exclusivities on Product Access	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	12. Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	For

## Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Universal Music Group NV	11-May-23	Netherlands	G	Director Election - Director Election	Elect Director	7.a. Reelect Lucian Grainge as Executive Director	For
Universal Music Group NV	11-May-23	Netherlands	G	Director Election - Director Election	Elect Director	8.a. Reelect Sherry Lansing as Non-Executive Director	For
Tradeweb Markets Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Scott Ganeles	For
Tradeweb Markets Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Catherine Johnson	For
Tradeweb Markets Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Murray Roos	For
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	For
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplaix to the Supervisory Board	For
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	7.5. Elect Martin Koeppel as Employee Representative to the Supervisory Board	For
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	7.6. Elect Bernd Illig as Employee Representative to the Supervisory Board	For
Pinterest, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey Jordan	For
Pinterest, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Levine	For
Safran SA	25-May-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Ross McInnes as Director	For
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	GHG Emissions	A. Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	Against
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	For
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	For

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andrew W. Houston	For
Meta Platforms, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Tony Xu	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Allegations of Political Entanglement and Content Management Biases in India	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Data Privacy regarding Reproductive Healthcare	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Enforcement of Community Standards and User Content	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	For
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	Against
Block, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amy Brooks	For
Block, Inc.	13-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	For
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	Against

**Analysis of Votes Against Management**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	16-Nov-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Government Use of Microsoft Technology	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Tax Transparency	For
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin S. Craighead	Against
Emerson Electric Co.	07-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Deere & Company	22-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Deloitte & Touche LLP as Auditors	Against
Deere & Company	22-Feb-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.3. Reelect Jeremy Anderson as Director	Against



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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Hermes International SCA	20-Apr-23	France	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kurt J. Hilzinger	Against
Humana Inc.	20-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josée Kravis as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	9. Reelect Natacha Valla as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.a. Reelect Paul Bulcke as Director and Board Chair	Against
L'Oreal SA	21-Apr-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Sophie Bellon as Director	Against
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.e. Reelect Claudio Garcia as Director	Against
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Director Election - Director Election	Elect Director	B.8.g. Reelect Martin J. Barrington as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	26-Apr-23	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	B.9. Approve Remuneration Report	Against
Eli Lilly and Company	01-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	01-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Vote Requirements to Amend Articles/Bylaws/Charter	8. Adopt Simple Majority Vote	For
Eli Lilly and Company	01-May-23	USA	S	Social - Political Spending	Political Spending Congruency	11. Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For
S&P Global Inc.	03-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Capital One Financial Corporation	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ann Fritz Hackett	Against
Capital One Financial Corporation	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Vote Requirements to Amend Articles/Bylaws/Charter	7. Adopt Simple Majority Vote	For
Capital One Financial Corporation	04-May-23	USA	S	Social - Board Diversity	Board Diversity	9. Disclose Board Skills and Diversity Matrix	For
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Teri List	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Shane Sanders	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John T. Schwieters	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Raymond C. Stevens	Against
Danaher Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Elevance Health, Inc.	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Elevance Health, Inc.	10-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Stryker Corporation	10-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young 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
Stryker Corporation	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Director Election - Director Election	Elect Director and Approve Director's Remuneration	6. Elect Lai Hin Wing Henry Stephen as Director and Authorize Board to Fix His Remuneration	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	13. Authorize Reissuance of Repurchased Shares	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	14. Approve Termination of the 2017 Share Option Scheme and Adopt 2023 Share Option Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	15. Approve Service Provider Sublimit under New Share Option Scheme	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Adopt 2023 Share Award Scheme with the Scheme Mandate Limit	Against
ANTA Sports Products Limited	10-May-23	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Service Provider Sublimit under New Share Award Scheme	Against
Centene Corporation	10-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	6. Report on Maternal Morbidity Reduction Metrics in Executive Compensation	For
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Universal Music Group NV	11-May-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Against
Universal Music Group NV	11-May-23	Netherlands	G	Director Election - Director Election	Elect Director	8.c. Reelect Luc van Os as Non-Executive Director	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Colgate-Palmolive Company	12-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Advanced Micro Devices, Inc.	18-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Amazon.com, Inc.	24-May-23	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.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. 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.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	For
Amazon.com, Inc.	24-May-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Health & Safety	Facility Safety	21. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Pollution	Recycling	22. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	23. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
Pinterest, Inc.	25-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Pinterest, Inc.	25-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	4. Report on Prevention of Workplace Harassment and Discrimination	For
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	Management Climate-Related Proposal	14. Approve the Company's Sustainable Development and Energy Transition Plan	Against
Glencore Plc	26-May-23	Jersey	E	Environmental - Climate	Reporting on Climate Transition Plan	13. Approve 2022 Climate Report	Against
Glencore Plc	26-May-23	Jersey	E	Environmental - Climate	GHG Emissions	19. Resolution in Respect of the Next Climate Action Transition Plan	For
Meta Platforms, Inc.	31-May-23	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
Meta Platforms, Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Human Rights Impact Assessment of Targeted Advertising	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.	31-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Meta Platforms, Inc.	31-May-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	12. Report on Executive Pay Calibration to Externalized Costs	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Commission Independent Review of Audit & Risk Oversight Committee	For
ServiceNow, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2a.1. Elect Director Tao Xu	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Director Election - Director Election	Elect Director	2a.2. Elect Director Wangang Xu	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	3. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
KE Holdings, Inc.	15-Jun-23	Cayman Islands	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5. Authorize Reissuance of Repurchased Shares	Against
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Andre Almeida	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marcelo Claire	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Srinivasan Gopalan	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Timotheus Hottges	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christian P. Illek	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Raphael Kubler	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thorsten Langheim	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Dominique Leroy	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Teresa A. Taylor	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Caroline D. Dorsa	Against
Biogen Inc.	26-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mastercard Incorporated	27-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephen F. Angel	Against
Linde Plc	24-Jul-23	Ireland	G	Audit Related - Auditor Related	Ratify Auditors	2a. Ratify PricewaterhouseCoopers as Auditors	Against

**Unvoted Meetings**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Meeting Type</b>	<b>Market</b>	<b>Meeting ID</b>
Compagnie Financiere Richemont SA	06-Sep-23	Annual	Switzerland	1714289
Uber Technologies, Inc.	08-May-23	Annual	USA	1735507