

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey S. Raikes	Against
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mary Agnes (Maggie) Wilderotter	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ramon Laguarta	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John F. Lundgren	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Linda J. Rendle	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Maynard G. Webb, Jr.	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine M. Burzik	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Christopher Jones	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Marshall O. Larsen	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Bertram L. Scott	Against
Walgreens Boots Alliance, Inc.	26-Jan-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
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary C. Bhojwani	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elsa A. Murano	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan K. Nestegard	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Policinski	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Hormel Foods Corporation	31-Jan-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
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan M. Cameron	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bridgette P. Heller	Against
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hilal	Against
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephen I. Sadove	Against
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Arthur B. Winkleblack	Against
Aramark	03-Feb-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
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin S. Craighead	Against
Rockwell Automation, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	A1. Elect Director William P. Gipson	Withhold
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Les R. Baledge	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David J. Bronczek	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Barbara A. Tyson	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Ian Meakins as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Stefan Bomhard as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect John Bryant as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Arlene Isaacs-Lowe as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Anne-Francoise Nesmes as Director	Against

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Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Sundar Raman as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Nelson Silva as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ireena Vittal as Director	Against
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Janice Chaffin	Withhold
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Paul Lacy	Withhold
PTC Inc.	16-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tamra A. Erwin	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles O. Holliday, Jr.	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael O. Johanns	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clayton M. Jones	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Bridgette Heller as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.7. Reelect Daniel Hochstrasser as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.11. Reelect Charles Sawyers as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.12. Reelect William Winters as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Bridgette Heller as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.4. Reappoint William Winters as Member of the Compensation Committee	Against

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Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Thomas Thune Andersen (Chair) as Director	Abstain
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3. Reelect Lene Skole (Vice Chair) as Director	Abstain
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sylvia Acevedo	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ann M. Livermore	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jean-Pascal Tricoire	Against
Hologic, Inc.	09-Mar-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
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Judy Bruner	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alexander A. Karsner	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Yvonne McGill	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Al Gore	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alex Gorsky	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sue Wagner	Against
Apple Inc.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Heidi K. Kunz	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Susan H. Rataj	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director George A. Scangos	Against

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Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dow R. Wilson	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard P. Hamada	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Lacouture	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kevin A. Stephens	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Lars Foerberg as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Jennifer Xin-Zhe Li as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.9. Reelect Jacob Wallenberg as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.3. Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard E. Allison, Jr.	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jorgen Vig Knudstorp	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Satya Nadella	Against
Starbucks Corporation	23-Mar-23	USA	E	Environmental - Other	Community -Environment Impact	5. Report on Plant-Based Milk Pricing	Against
Starbucks Corporation	23-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Operations in Communist China	Against
Starbucks Corporation	23-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Establish Committee on Corporate Sustainability	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Ingrid Deltenre as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Sophie Gasperment as Director	Against

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Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Tom Knutzen as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
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
INPEX Corp.	28-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.3. Appoint Statutory Auditor Aso, Kenichi	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	7. Authorize Share Repurchase Program	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.2. Reelect Marc Engel as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.3. Reelect Arne Karlsson as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	E, S, G	Miscellaneous - Miscellaneous	Company-Specific--Governance-Related	10.7. Inclusion of the Shipping Companies to the OECD Agreement	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	10.8. Approve Introduction of a Solidarity Contribution	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	S	Social - Human Rights	Improve Human Rights Standards or Policies	10.9. Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Justin Howell as Director	Against

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Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Reelect Thierry Vanlancker as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Amend Remuneration Policy	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.c. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
UniCredit SpA	31-Mar-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Charitable Contributions	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gayla J. Delly	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Raul J. Fernandez	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eddy W. Hartenstein	Against

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Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Check Kian Low	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nora A. Aufreiter	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Scott B. Bonham	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel (Don) H. Callahan	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael D. Penner	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Aaron W. Regent	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Calin Rovinescu	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Benita M. Warmbold	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Nanci E. Caldwell	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Luc Desjardins	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1l. Elect Director Martine Turcotte	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1m. Elect Director Barry L. Zubrow	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. SP 3: Invest in and Finance the Canadian Oil and Gas Sector	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter Coleman	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.7. Elect Director Maria Moraeus Hanssen	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.8. Elect Director Vanitha Narayanan	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against



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UBS Group AG	05-Apr-23	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	3. Approve Sustainability Report	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Colm Kelleher as Director and Board Chair	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	Director Election - Director Election	Elect Director	7.7. Reelect Fred Hu as Director	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.9. Reelect Nathalie Rachou as Director	Against
UBS Group AG	05-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ann M. Livermore	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary M. Reiner	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Patricia F. Russo	Against
Zurich Insurance Group AG	06-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bruce R. Chizen	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeannine P. Sargent	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Z. Cook	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Joseph J. Echevarria	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ralph Izzo	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Ferrovial SA	12-Apr-23	Spain	G	Director Election - Director Election	Elect Director	5.3. Reelect Hanne Birgitte Breinbjerg Sorensen as Director	Against
Ferrovial SA	12-Apr-23	Spain	G	Director Election - Director Election	Elect Director	5.5. Reelect Gonzalo Urquijo Fernandez de Araoz as Director	Against

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Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.f. Reelect Joerg Reinhardt as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.i. Reelect Jacques de Vaucleeroy as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Joerg Reinhardt as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.4. Reappoint Jacques de Vaucleeroy as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	8. Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Against
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	9. Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Against
Fortum Oyj	13-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Ralf Christian, Luisa Delgado, Essimari Kairisto and Teppo Paavola as Directors; Elect Jonas Gustavsson, Marita Niemela, Mikael Silvennoinen, Maija Strandberg, Johan Soderstrom and Vesa-Pekka Takala as New Directors	Against
Aker BP ASA	14-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker BP ASA	14-Apr-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Kjell Inge Rokke, Anne Marie Cannon and Kate Thomson as Directors	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Samuel R. Allen	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jennifer A. LaClair	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Harish Manwani	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Patricia K. Poppe	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Larry O. Spencer	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Michael D. White	Against
IQVIA Holdings Inc.	18-Apr-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
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janice M. Babiak	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sophie Brochu	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Craig W. Broderick	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Lorraine Mitchelmore	Withhold
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	B. SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Therese Esperdy	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vincent A. Forlenza	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathryn M. Hill	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lloyd W. Howell, Jr.	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leslie F. Seidman	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Zig Serafin	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Bruce Van Saun	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fetting	Against
Eiffage SA	19-Apr-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Benoit de Ruffray as Director	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert J. Dennis	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nancy-Ann DeParle	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Wayne J. Riley	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles M. Holley, Jr.	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael M. McNamara	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Virginia M. Wilson	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Beth A. Wozniak	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Calderoni	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathleen Oberg	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Daniel Rosensweig	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Paul Walker as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Marike van Lier Lels as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Robert MacLeod 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
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Suzanne Wood as Director	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen F. Angel	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh Grant	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Melanie L. Healey	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	Director Election - Director Election	Elect Director	4.1.c. Reelect Henri de Castries as Director	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.i. Reelect Dinesh Paliwal as Director	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.4. Reappoint Dinesh Paliwal as Member of the Compensation Committee	Against
Nestle SA	20-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Klaus A. Engel	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David C. Everitt	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janet P. Giesselman	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael O. Johanns	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Nayaki R. Nayyar	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gregory R. Page	Against
Stanley Black & Decker, Inc.	21-Apr-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
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Yvon Charest	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Patricia Curadeau-Grou	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Robert Pare	Withhold
Akzo Nobel NV	21-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.c. Reelect D.M. Sluimers to Supervisory Board	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen L. Eastman	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rita J. Heise	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Hsenghung Sam Hsu	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel L. Johnson	Against
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Laurent Martinez to the Supervisory Board	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barrett	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sylvie Gregoire	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michel Vounatsos	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Frank Witney	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
PerkinElmer, Inc.	25-Apr-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
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John C. Dugan	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter B. Henry	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gary M. Reiner	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Diana L. Taylor	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Exelon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anthony Anderson	Against
Exelon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director W. Paul Bowers	Against
Exelon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John Young	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sharon L. Allen	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank P. Bramble, Sr.	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise L. Ramos	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Thomas D. Woods	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Maria T. Zuber	Against
Bank of America Corporation	25-Apr-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
Bank of America Corporation	25-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Shauneen Bruder	Against
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Denise Gray	Against
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Justin M. Howell	Against
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1I. Elect Director Margaret A. McKenzie	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Buberl	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Alfred W. Zollar	Against
International Business Machines Corporation	25-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip E. Coviello	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Lourenso	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Henry Moniz	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary Hogan Preusse	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Valerie Richardson	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard B. Saltzman	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Celeste A. Clark	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore F. Craver, Jr.	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Wayne M. Hewett	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ronald L. Sargent	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dame Alison J. Carnwath	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roderick C. McGeary	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	25-Apr-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
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Agnes Bundy Scanlan	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Easter A. Maynard	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Charles A. Patton	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director David M. Ratcliffe	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1r. Elect Director Thomas E. Skains	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1t. Elect Director Thomas N. Thompson	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oversea-Chinese Banking Corporation Limited	25-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Against
MSCI Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Catherine R. Kinney	Against
MSCI Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sandy C. Rattray	Against
MSCI Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Linda H. Riefler	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rodney Clark	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James P. Lederer	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Azita Saleki-Gerhardt	Against
Entegris, Inc.	26-Apr-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
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Publish Third-Party Review on Chinese Congruency of Certain ETFs	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy E. Cooper	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Merit E. Janow	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1f. Elect Director Sean O. Mahoney	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul M. Meister	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William J. DeLaney	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elder Granger	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark B. McClellan	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Donna F. Zarcone	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director V. Ann Hailey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Katherine D. Jaspon	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Beatriz R. Perez	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director E. Scott Santi	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Slavik Williams	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lucas E. Watson	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGeso	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher J. Williams	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brian T. Shea	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Vanda Murray as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Lloyd Pitchford as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Stephan Nanninga as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Vin Murria as Director	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marjorie Rodgers Cheshire	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrew T. Feldstein	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard J. Harshman	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Hesse	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William P. Hankowsky	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edward J. Kelly, III	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Terrance J. Lillis	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Shivan Subramaniam	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Marita Zuraitis	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Desmond-Hellmann	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Echevarria	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Helen H. Hobbs	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Dan R. Littman	Against
Pfizer Inc.	27-Apr-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
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Henry W. Knueppel	Against
Snap-on Incorporated	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Dominic Blakemore as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Martin Brand 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
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kathleen DeRose as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tsega Gebreyes as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Cressida Hogg as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Val Rahmani as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Don Robert as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Douglas Steenland as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ashok Vaswani as Director	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Eduardo E. Cordeiro	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathy L. Fortmann	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director C. Scott Greer	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Margareth Ovrum	Against
FMC Corporation	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4b. Re-elect Hugh Brady as Director	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4d. Re-elect Karin Dorrepaal as Director	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4f. Re-elect Michael Kerr as Director	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4h. Re-elect Tom Moran as Director	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig H. Barratt	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Don R. Kania	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan J. Levy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jami Dover Nachtsheim	Against
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Bouygues SA	27-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	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Eurofins Scientific SE	27-Apr-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Umicore	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.1. Reelect Mario Armero as Member of the Supervisory Board	Against
Abbott Laboratories	28-Apr-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
Abbott Laboratories	28-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Abbott Laboratories	28-Apr-23	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	8. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	Against
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brent B. Bickett	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ganesh B. Rao	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah A. Farrington	Withhold
Black Knight, Inc.	28-Apr-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Ian Macfarlane as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Larry Archibald as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Swee Chen Goh 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
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution	Against
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmell	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Peter Grosskopf	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeffrey Parr	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Jamie C. Sokalsky	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Kellogg Company	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephanie A. Burns	Against
Kellogg Company	28-Apr-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights, Non-Discrimination and Returns to Merit Audit	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 - Political Spending	Political Contributions Disclosure	13. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharen J. Turney	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J.C. Watts, Jr.	Withhold
Paycom Software, Inc.	01-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
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Peter Chernin	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Theodore J. Leonsis	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Daniel L. Vasella	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Christopher D. Young	Against
American Express Company	02-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
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Julia A. Haller	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Manuel Hidalgo Medina	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paula A. Price	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Theodore R. Samuels	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1I. Elect Director Gerald L. Storch	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1K. Elect Director Phyllis R. Yale	Against
Bristol-Myers Squibb Company	02-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Civil Rights and Non-Discrimination Audit	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
Franco-Nevada Corporation	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Derek W. Evans	Against
Franco-Nevada Corporation	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Maureen Jensen	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bryce Blair	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Karin M. Klein	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter D. Linneman	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director David P. O'Connor	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Alvera	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephanie C. Hill	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Rebecca Jacoby	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Richard E. Thornburgh	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cesar Conde	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ian Cook	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert C. Pohlad	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Daniel Vasella	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Darren Walker	Against
PepsiCo, Inc.	03-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Publish Annual Congruency Report on Net-Zero Emissions Policy	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Javed Ahmed	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stephen J. Hagge	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jesus Madrazo Yris	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anne P. Noonan	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Celso L. White	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sandra J. Horning	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harish Manwani	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anthony Welters	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	6. Require More Director Nominations Than Open Seats	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger W. Ferguson, Jr.	Against
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christina Gold	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cotton M. Cleveland	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Linda Dorcena Forry	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David H. Long	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director William C. Van Faasen	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederica M. Williams	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Mohamed A. El-Erian as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Brian Gilvary as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Nigel Higgins as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Diane Schueneman as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Julia Wilson as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Nils Andersen as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrea Jung as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Ruby Lu 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
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Feike Sijbesma as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Andrew Bonfield as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Pam Kirby as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Chris Sinclair as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Alan Stewart as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Jonathan Symonds as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Charles Bancroft as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Anne Beal as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Urs Rohner as Director	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Domitille Doat-Le Bigot	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas P. Salice	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Oversee and Report a Civil Rights Audit	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patrick J. Moore	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra A. Sandler	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa de Wilde	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Mary Jo Haddad	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kathy Kinloch	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Denise Pickett	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director W. Sean Willy	Withhold
First Quantum Minerals Ltd.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.1. Elect Director Andrew B. Adams	Withhold
First Quantum Minerals Ltd.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Robert J. Harding	Withhold
First Quantum Minerals Ltd.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Kathleen A. Hogenson	Withhold
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jose B. Alvarez	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Marc A. Bruno	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Larry D. De Shon	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Terri L. Kelly	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Shiv Singh	Against
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Barbara J. Beck	Against
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey M. Ettinger	Against
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David W. MacLennan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Victoria J. Reich	Against
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark L. Feidler	Against
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert D. Marcus	Against
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Melissa D. Smith	Against
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Audrey Boone Tillman	Against
Equifax Inc.	04-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
Holcim Ltd.	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect Mike Craston as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrea Blance as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect George Culmer as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Patrick Flynn as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Shonaid Jemmett-Page as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mohit Joshi as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Pippa Lambert as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Jim McConville as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Michael Mire as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Martin Strobel as Director	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel Debow	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director William A. Downe	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director M. Marianne Harris	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Claudia Kotchka	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Sarah Raiss	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John T. Cahill	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alicia Knapp	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Mulder	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John C. Pope	Against
The Kraft Heinz Company	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	4. Adopt Simple Majority Vote	Against
The Kraft Heinz Company	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Civil Rights and Non-Discrimination Audit	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Russell P. Fradin	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Pamela A. Joseph	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas L. Monahan, III	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Remove One-Year Holding Period Requirement 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
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against
Prologis, Inc.	04-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
Groupe Bruxelles Lambert SA	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4.1. Reelect Paul Desmarais, Jr. as Director	Against
Groupe Bruxelles Lambert SA	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4.2. Reelect Cedric Frere as Director	Against
Groupe Bruxelles Lambert SA	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4.3. Reelect Segolene Gallienne - Frere as Director	Against
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Alpern	Withhold
Alcoa Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mary Anne Citrino	Against
Alcoa Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas J. Gorman	Against
Alcoa Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ernesto Zedillo	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Michael Ball as Director and Board Chair	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Thomas Glanzmann as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Ines Poeschel as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Ines Poeschel as Member of the Compensation Committee	Against
Alcon Inc.	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
ARC Resources Ltd.	05-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Carol T. Banducci	Withhold
ARC Resources Ltd.	05-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David R. Collyer	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ARC Resources Ltd.	05-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director M. Jacqueline Sheppard	Withhold
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Angelica Kohlmann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Christoph Maeder as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.7. Reelect Juergen Steinemann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	16. Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	Against
HSBC Holdings Plc	05-May-23	United Kingdom	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	17. Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	18. Devise and Implement a Long-Term and Stable Dividend Policy	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles T. Munger	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gregory E. Abel	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Howard G. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Susan A. Buffett	Withhold



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Charlotte Guyman	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Ajit Jain	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Ronald L. Olson	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Wallace R. Weitz	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	06-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
Berkshire Hathaway Inc.	06-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert Kittel	Withhold
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Andrew Pastor	Withhold
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Li Haslett Chen	Withhold
Warner Bros. Discovery, Inc.	08-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
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director T. Michael Glenn	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore L. Harris	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director David A. Jones	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Billie I. Williamson	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas "Tony" K. Brown	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David B. Dillon	Against
3M Company	09-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
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patrick Berard	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Blythe J. McGarvie	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jody G. Miller	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Guhan Subramanian	Against
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	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	1e. Elect Director Walter G. Lohr, Jr.	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 Election - Director Election	Elect Director	1n. Elect Director Elias A. Zerhouni	Against
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas P. Bostick	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hlal	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda H. Riefler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Suzanne M. Vautrinot	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John J. Zillmer	Against
Eni SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.1. Slate Submitted by Ministry of Economy and Finance	Against
Eni SpA	10-May-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	8.2. Slate Submitted by Institutional Investors (Assogestioni)	Against
Eni SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Second Section of the Remuneration Report	Against
Eni SpA	10-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Norsk Hydro ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
American International Group, Inc.	10-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
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin L. Beebe	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eric J. Guerin	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzanne E. McBride	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David P. McGlade	Against
Skyworks Solutions, Inc.	10-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
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Marcel R. Coutu	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.6. Elect Director Andre Desmarais	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Paul Desmarais, Jr.	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.13. Elect Director Susan J. McArthur	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.14. Elect Director R. Jeffrey Orr	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.15. Elect Director T. Timothy Ryan	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.19. Elect Director Brian E. Walsh	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Remuneration Statement	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jean-Paul Luksic as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tony Jensen as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Francisca Castro as Director	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.3. Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.2. Elect Marco Mazzucchelli as Board Chair	Against
Enel SpA	10-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equinor ASA	10-May-23	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	8. Ban Use of Fiberglass Rotor Blades in All New Wind Farms, Commit to Buy into Existing Hydropower Projects, and Conduct Research on Other Energy Sources Such as Thorium	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	10. Stop All Exploration and Drilling by 2025 and Provide Financial and Technical Assistance For Repair and Development of Ukraine's Energy Infrastructure	Against
Equinor ASA	10-May-23	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	11. Develop Procedure to Improve Response to Shareholder Proposals	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	12. End All Plans for Activities in Barents Sea, Adjust Up Investment in Renewables/Low Carbon Solution to 50 Percent by 2025, Implement CCS for Melkoya, and Invest in Rebuilding of Ukraine	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	13. Stop All Exploration and Test Drilling for Oil & Gas, Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya, and Present a Plan Enabling Norway to Become Net-Zero By 2050	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	14. Include Global Warming in Company's Further Strategy, Stop All Exploration For More Oil & Gas, Phase Out All Production and Sale of Oil & Gas, Multiply Investment in Renewable Energy and CCS, and Become Climate-Friendly Company	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kimberly A. Casiano	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director William W. Helman, IV	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William E. Kennard	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John C. May	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Beth E. Mooney	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Lynn Vojvodich Radakovich	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John L. Thornton	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John B. Veihmeyer	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director John S. Weinberg	Against
Ford Motor Company	11-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Carlton L. Highsmith	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard J. Hipple	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mitchell E. Daniels, Jr.	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher T. Jones	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Steven F. Leer	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Amy E. Miles	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jennifer F. Scanlon	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John R. Thompson	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Melanie Healey	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laxman Narasimhan	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Rodney Slater	Against
Verizon Communications Inc.	11-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Government Requests to Remove Content	Against
Verizon Communications Inc.	11-May-23	USA	S	Social - Political Spending	Political Activities and Action	6. Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary K. Bush	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Candace H. Duncan	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Thierer	Against
Intel Corporation	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Intel Corporation	11-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Publish Third Party Review of Intel's China Business ESG Congruence	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Garheng Kong	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter M. Neupert	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richelle P. Parham	Against
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Norma B. Clayton	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Dempsey	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Christopher J. Kearney	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Laurette T. Koellner	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Joseph D. Rupp	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nadja Y. West	Withhold
Nucor Corporation	11-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
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth W. Cornew	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Traci M. Dolan	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James C. Marcuccilli	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley S. Seaman	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven A. Sonnenberg	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenn A. Carter	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Brenda A. Cline	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary L. Landrieu	Withhold
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Keith J. Allman	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Christopher A. O'Herlihy	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles K. Stevens, III	Against
Bayerische Motoren Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Kurt Bock to the Supervisory Board	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Martha H. Marsh	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Linda M. Connly	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Anders Gustafsson	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice M. Roberts	Against
Zebra Technologies Corporation	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephani Kingsmill	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jane E. Kinney	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Indira V. Samarasekera	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederick Singer	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawrence A. Selzer	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim Williams	Against
Semptra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pablo A. Ferrero	Against
Semptra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael N. Mears	Against
Semptra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Cynthia J. Warner	Against
Semptra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James C. Yardley	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John P. Bilbrey	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lisa M. Edwards	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director C. Martin Harris	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly A. Nelson	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Colgate-Palmolive Company	12-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
QBE Insurance Group Limited	12-May-23	Australia	G	Director Election - Director Election	Elect Director	4a. Elect Michael (Mike) Wilkins as Director	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip Bleser	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a3. Elect Director Jaimie Donovan	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a4. Elect Director R. Peter Gillin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a5. Elect Director Chantal Gosselin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a8. Elect Director Charles A. Jeannes	Withhold
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John F. Killian	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Karol V. Mason	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael W. Ranger	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Linda S. Sanford	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Deirdre Stanley	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Melody C. Barnes	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marguerite M. Nader	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sean P. Nolan	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James D. Shelton	Against
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director W. Geoffrey Beattie	Withhold
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Nelda J. Connors	Withhold
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Michael R. Dumais	Withhold
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Lynn L. Elsenhans	Withhold
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Dennis V. Arriola	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jody Freeman	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Gay Huey Evans	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey A. Joerres	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ryan M. Lance	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Timothy A. Leach	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William H. McRaven	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sharmila Mulligan	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Eric D. Mullins	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Arjun N. Murti	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robert A. Niblock	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director David T. Seaton	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R.A. Walker	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen B. Burke	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Todd A. Combs	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Crown	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Timothy P. Flynn	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Virginia M. Rometty	Against
JPMorgan Chase & Co.	16-May-23	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	7. Amend Public Responsibility Committee Charter to Include Animal Welfare	Against
JPMorgan Chase & Co.	16-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Risks Related to Discrimination Against Individuals Including Political Views	Against
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director James C. Katzman	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Juan R. Perez	Withhold
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Maria C. Freire	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael A. Woronoff	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Isabelle Marcoux	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Christian Noyer	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robyn Denholm	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director JB Straubel	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	5. Report on Key-Person Risk and Efforts to Ameliorate It	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Francine J. Bovich	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathy Hopinkah Hannan	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael Haylon	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric A. Reeves	Against
Annaly Capital Management, Inc.	17-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
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cindy Christy	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ari Q. Fitzgerald	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea J. Goldsmith	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Tammy K. Jones	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anthony J. Melone	Against
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jamie Haenggi	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Benjamin Kortlang	Withhold
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Terrence J. Checki	Against
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Leonard S. Coleman, Jr.	Against
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edith E. Holiday	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Raymond J. McGuire	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles E. Bunch	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ertharin Cousin	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patrick T. Siewert	Against
SS&C Technologies Holdings, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David A. Varsano	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amelia C. Fawcett	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William L. Meaney	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Gregory L. Summe	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sangeeta Bhatia	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lloyd Carney	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Diana McKenzie	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Joseph Lacob	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director C. Raymond Larkin, Jr.	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George J. Morrow	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan E. Siegel	Against
Align Technology, Inc.	17-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
Align Technology, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
E.ON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Erich Clementi to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dylan G. Haggart	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Wafaa Mamilli	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Heidi G. Miller	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kevin M. Warren	Withhold
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lawrence D. Kingsley	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sophie V. Vandebroek	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reginald H. Gilyard	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerardo I. Lopez	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Susan Meaney	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Oscar Munoz	Against
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Todd Crockett	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick McCarter	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director K. Gunnar Bjorklund	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Bush	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon D. Garrett	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephen D. Milligan	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patricia H. Mueller	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director George P. Orban	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Larree M. Renda	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against
CVS Health Corporation	18-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
CVS Health Corporation	18-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	9. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Union Pacific Corporation	18-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert F. Friel	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Victoria D. Harker	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lila Tretikov	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Uday Yadav	Against
Xylem Inc.	18-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



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zoetis Inc.	18-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
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas T. Hendrickson	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dana M. Perlman	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria A. Sastre	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Fred Whitfield	Against
Otis Worldwide Corporation	18-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
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Paula Santilli	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Caryn Seidman-Becker	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Rescind 2022 Racial Equity Audit Proposal	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Yum! Brands, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Brian C. Cornell	Against
Yum! Brands, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Mirian M. Graddick-Weir	Against
Yum! Brands, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas C. Nelson	Against
Yum! Brands, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Civil Rights and Non-Discrimination Audit	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Hafize Gaye Erkan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah C. Hopkins	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	18-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
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mary L. Baglivo	Against
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman E. Bulls	Against
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Walter C. Rakowich	Against
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gordon H. Smith	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robin Budenberg as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Alan Dickinson as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Amanda Mackenzie as Director	Against
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herringer	Against
The Charles Schwab Corporation	18-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
The Charles Schwab Corporation	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks Related to Discrimination Against Individuals Including Political Views	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven R. Altman	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard A. Collins	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kyle Malady	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William E. Kennard	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Beth E. Mooney	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Luis A. Ubinas	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas H. Glocer	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert H. Herz	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Erika H. James	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Mary L. Schapiro	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ellen J. Kullman	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Amy E. Miles	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Ronald D. Sugar	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R. Sanders Williams	Against
Restaurant Brands International Inc.	23-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexandre Behring	Against
Restaurant Brands International Inc.	23-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ali Hedayat	Against
Restaurant Brands International Inc.	23-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Margaret B. Shannon	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Martha B. Wyrsh	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly A. Ayotte	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bruce W. Duncan	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carol B. Einiger	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Diane J. Hoskins	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joel I. Klein	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Matthew J. Lustig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Douglas M. Baker, Jr.	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Pamela J. Craig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Inge G. Thulin	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kathy J. Warden	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Merck & Co., Inc.	23-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Publish a Congruency Report of Partnerships with Globalist Organizations	Against
Shell Plc	23-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Sir Andrew Mackenzie as Director	Against
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	Reporting on Climate Transition Plan	25. Approve the Shell Energy Transition Progress	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Welltower Inc.	23-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
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donald E. Brown	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret M. Keane	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Andrea Redmond	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gregg M. Sherrill	Against
The Allstate Corporation	23-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
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pearl S. Huang	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Anne Lange as Director	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne-Gabrielle Heilbronner as Director	Against
Orange SA	23-May-23	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	B. Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	C. Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	D. Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bader M. Alsaad	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William E. Ford	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Fabrizio Freda	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Cheryl D. Mills	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gordon M. Nixon	Against
BlackRock, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric K. Brandt	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Betsy D. Holden	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harry M. Jansen Kraemer, Jr.	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan Christodoro	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against
PayPal Holdings, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Ensuring Respect for Civil Liberties	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Related - Board Related	Require a Majority Vote for the Election of Directors	9. Adopt Majority Vote Standard for Director Elections	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3c. Reelect Anthony Foxx as Non-Executive Director	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3h. Reelect Gregory Summe as Non-Executive Director	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Janet M. Dolan	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas B. Leonardi	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Clarence Otis, Jr.	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Elizabeth E. Robinson	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Philip T. (Pete) Ruegger, III	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Rafael Santana	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ellen R. Alemany	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vijay G. D'Silva	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jeffrey A. Goldstein	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gary L. Lauer	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Louise M. Parent	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Terrence R. Curtin	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alexander M. Cutler	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eleuthere I. du Pont	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Luther C. Kissam	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Deanna M. Mulligan	Against
DuPont de Nemours, Inc.	24-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
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director C. Martin Harris	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Alexandra Keith	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lars R. Sorensen	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers 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
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Albert S. Baldocchi	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robin Hickenlooper	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	5. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
IDEX Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark A. Beck	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Enrique Hernandez, Jr.	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paul Walsh	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Miles White	Against
McDonald's Corporation	25-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Civil Rights and Non-Discrimination Audit	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jocelyn Carter-Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary J. Steele Guilfoile	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dawn Hudson	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan F. Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Linda S. Sanford	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David M. Thomas	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equinix, Inc.	25-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
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intrieri	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.12. Elect Management Nominee Director John W. Thompson	Withhold
Illumina, Inc.	25-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
SBA Communications Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven E. Bernstein	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl K. Beebe	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gregory L. Ebel	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Gitzel	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Emery N. Koenig	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
AEON Co., Ltd.	26-May-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Against
AEON Co., Ltd.	26-May-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Tsukamoto, Takashi	Against
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David H. Batchelder	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurie Z. Douglas	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard W. Dreiling	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Bertram L. Scott	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Wanda M. Austin	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John B. Frank	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Alice P. Gast	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Enrique Hernandez, Jr.	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marillyn A. Hewson	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jon M. Huntsman, Jr.	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles W. Moorman	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Dambisa F. Moyo	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra Reed-Klages	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director D. James Umpleby, III	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Cynthia J. Warner	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Michael K. (Mike) Wirth	Against
Chevron Corporation	31-May-23	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	5. Rescind Scope 3 GHG Reduction Proposal	Against
Chevron Corporation	31-May-23	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	8. Establish Board Committee on Decarbonization Risk	Against
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James Beer	Withhold
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cain A. Hayes	Withhold
DocuSign, Inc.	31-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
Dollar General Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia D. Fili-Krushel	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dollar General Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Debra A. Sandler	Against
Dollar General Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ralph E. Santana	Against
Dollar General Corporation	31-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Amend Right to Call Special Meeting	Against
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Beverly Anderson	Withhold
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Chelsea Clinton	Withhold
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Barry Diller	Withhold
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Craig Jacobson	Withhold
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Dara Khosrowshahi	Withhold
Expedia Group, Inc.	31-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
Expedia Group, Inc.	31-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Scott Sandell	Withhold
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michelle Zatlyn	Withhold
Cloudflare, Inc.	01-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
Airbnb, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nathan Blecharczyk	Withhold
Airbnb, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alfred Lin	Withhold
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter E. Bisson	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sutherland Fuchs	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William O. Grabe	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul E. Chamberlain	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anita M. Sands	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
Ulta Beauty, Inc.	01-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify Ernst & Young LLP as Auditors	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Kirk E. Arnold	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Hudson	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jay C. Hoag	Against
Netflix, Inc.	01-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
Netflix, Inc.	01-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James C. Dalton	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Meaghan Lloyd	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Peek	Withhold
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Content Governance and Censorship	Against
Alphabet Inc.	02-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	16. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
EPAM Systems, Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ronald Vargo	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy Flynn	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michele Hooper	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director F. William McNabb, III	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John Noseworthy	Against
HubSpot, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Claire Hughes Johnson	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Zein Abdalla	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vinita Bali	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leo S. Mackay, Jr.	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Stephen J. Rohleder	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Wei Hopeman	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles H. Noski	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thomas E. Rothman	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Lynn Vojvodich Radakovich	Against
Booking Holdings Inc.	06-Jun-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
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David Mussafer	Against
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
Comcast Corporation	07-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks Related to Operations in China	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director David Hung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Kinyip Gabriel Leung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Timothy Scannell	Against
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Alejandro Nicolas Aguzin	Withhold
MercadoLibre, Inc.	07-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
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael R. Klein	Against
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael J. Glosserman	Against
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Laura Cox Kaplan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Nassetta	Against
CoStar Group, Inc.	08-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
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Laura Alber	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robin Washington	Against
Salesforce, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	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
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Dev Ittycheria	Withhold
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Shardul Shah	Withhold
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect as Director Kirk S. Hachigian	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect as Director Steven C. Mizell	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect as Director Nicole Parent Haughey	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect as Director Lauren B. Peters	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect as Director Dean I. Schaffer	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect as Director Dev Vardhan	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect as Director Martin E. Welch, III	Against
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Tetsuro	Against
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Onishi, Akira	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Ito, Koichi	Against
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2. Appoint Statutory Auditor Tomozoe, Masanao	Against
Brookfield Corporation	09-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Frank J. McKenna	Withhold
Brookfield Corporation	09-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Diana L. Taylor	Withhold
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joseph L. Goldstein	Against
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christine A. Poon	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5a. Elect Director Jonathan C. Burrell	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Joseph J. Hartnett	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5d. Elect Director Catherine A. Lewis	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5e. Elect Director Charles W. Pepper	Against
Dollar Tree, Inc.	13-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
Block, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amy Brooks	Withhold
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kelly A. Ayotte	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David L. Calhoun	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Debra L. Reed-Klages	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan C. Schwab	Against
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Civil Rights and Non-Discrimination Audit	Against
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director M. Michele Burns	Withhold



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fred Wilson	Withhold
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Douglas M. Baker, Jr.	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director George S. Barrett	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christine A. Leahy	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dmitri L. Stockton	Against
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis Chew	Withhold
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark B. Templeton	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Walker Bynoe	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary Kay Haben	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Tahsinul Zia Huque	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Shapiro	Withhold
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	E	Environmental - Climate	Reporting on Climate Transition Plan	3. Management Advisory Vote on Climate Change	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.1. Elect Director John Baird	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.11. Elect Director Jane L. Peverett	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.12. Elect Director Andrea Robertson	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.13. Elect Director Gordon T. Trafton	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Richard Ridinger to the Supervisory Board	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.2. Elect Sujatha Chandrasekaran to the Supervisory Board	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Brenntag SE	15-Jun-23	Germany	G	Routine Business - Routine Business	Other Business	11. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Victor K. Lee	Withhold
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James C. Moyer	Withhold
Monolithic Power Systems, Inc.	15-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
Zoom Video Communications, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H.R. McMaster	Withhold
Zoom Video Communications, Inc.	15-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
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect John Rishton as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Mary McDowell as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Gill Whitehead as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Louise Smalley as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Flaschen as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Joanne Wilson as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Zheng Yin as Director	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	1.3. Elect Director Srikant M. Datar	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
T-Mobile US, Inc.	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	1.10. Elect Director Letitia A. Long	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director G. Michael Sievert	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	Director Election - Director Election	Elect Director	1.13. Elect Director Kelvin R. Westbrook	Withhold
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ming Hsieh	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William H. Neukom	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Judith Sim	Against
Tesco Plc	16-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect John Allan as Director (WITHDRAWN)	Abstain
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Shona L. Brown	Against
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stanley Tang	Against
General Motors Company	20-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
General Motors Company	20-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl W. Grise	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carla A. Harris	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Glenn Hubbard	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Denise M. Morrison	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Mark A. Weinberger	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lynne Hedley	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert Corti	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Barry Meyer	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert Morgado	Against
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Denis J. O'Leary	Withhold
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Blake Irving	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stacy J. Smith	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patricia Morrison	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Dennis L. Via	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Luis Visoso	Against
Splunk Inc.	21-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
Splunk Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christa Davies	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George J. Still, Jr.	Against
Workday, Inc.	22-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
Workday, Inc.	22-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	4. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
East Japan Railway Co.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	4.3. Elect Director and Audit Committee Member Mori, Kimitaka	Against
ORIX Corp.	22-Jun-23	Japan	G	Director Election - Proxy Contest	Removal of Existing Board Directors	2. Remove Incumbent Director Irie, Shuji	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Persis S. Drell	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Mark L. Perry	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Stevens	Against
The Kroger Co.	22-Jun-23	USA	S	Social - Charitable Spending	Charitable Contributions	6. Report on Charitable Contributions	Against
The Kroger Co.	22-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Atkins as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kal Atwal as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Horst Baier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Fumbi Chima as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Adam Crozier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Chris Kennedy as Director	Against
Central Japan Railway Co.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Ishizu, Hajime	Against
Mizuho Financial Group, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Imai, Seiji	Against
Mizuho Financial Group, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kihara, Masahiro	Against
Resona Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Minami, Masahiro	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Okubo, Tetsuo	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kawamoto, Hiroko	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Maria C. Freire	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William A. Hawkins	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jesus B. Mantas	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric K. Rowinsky	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Biogen Inc.	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
Tokio Marine Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nagano, Tsuyoshi	Against
Tokio Marine Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Komiya, Satoru	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gabrielle Sulzberger	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	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
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Colleen Johnston	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Jeremy Levine	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Kyocera Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Yamaguchi, Goro	Against
Kyocera Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Tanimoto, Hideo	Against
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Archana Agrawal	Withhold
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hope Cochran	Withhold
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dwight Merriman	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan M. Silver	Withhold
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kyungyeol Song	Withhold
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.5. Appoint Statutory Auditor Ogino, Kozo	Against
T&D Holdings, Inc.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Uehara, Hirohisa	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.11. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Kamezawa, Hironori	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	4. Amend Articles to Prohibit Transactions with Defamatory Companies	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	5. Amend Articles to Carefully Carry Out Transactions with Male-Dominated Companies	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Routine Business - Routine Business	Amend Ordinary Business Items	6. Amend Articles to Prohibit Deletion of IR Contents from Company Websites	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kunibe, Takeshi	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Ota, Jun	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kawasaki, Yasuyuki	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director Matsumoto, Masayuki	Against
Taiheiyo Cement Corp.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4. Appoint Alternate Statutory Auditor Sada, Akihisa	Against
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Teresa Briggs	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Burton	Withhold
Snowflake Inc.	05-Jul-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
voestalpine AG	05-Jul-23	Austria	G	Routine Business - Routine Business	Other Business	9. New/Amended Proposals from Shareholders	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Paula Reynolds as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Therese Esperdy as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Earl Shipp as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Silver as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Tony Wood as Director	Against
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine L. (Katie) Burke	Withhold
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David K. Hunt	Withhold
Black Knight, Inc.	12-Jul-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
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anthony Bates	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dell	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon Durban	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect Alison Brittain as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	10. Re-elect Caroline Donahue as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	11. Re-elect Luiz Fleury as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Howell 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
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	14. Re-elect Mike Rogers as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Lady Elish Angiolini as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect John Bason as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Tony Cocker as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Debbie Crosbie as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Helen Mahy as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir John Manzoni as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Melanie Smith as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Dame Angela Strank as Director	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director W. Roy Dunbar	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Mantia	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Martinez	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kathleen Wilson-Thompson	Against
McKesson Corporation	21-Jul-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
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Victoria E. Ossadnik	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Jean-Francois van Boxmeer as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Stephen Carter as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Michel Demare 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
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect David Nish as Director	Against
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard T. Carucci	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alex Cho	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Juliana L. Chugg	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director W. Rodney McMullen	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Clarence Otis, Jr.	Withhold
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director James Shannon	Against
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rachel A. Gonzalez	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Luis A. Ubinas	Against
Electronic Arts Inc.	10-Aug-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
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rick McConnell	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Capone	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen Lifshatz	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	23-Aug-23	Netherlands	G	Director Election - Director Election	Elect Director	8.2. Reelect Rachel Jafta as Non-Executive Director	Against
Prosus NV	23-Aug-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Nikesh Arora as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Clay Brendish as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keyu Jin as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Wendy Luhabe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Clay Brendish as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Keyu Jin as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Walker as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Angus Cockburn as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lucinda Riches as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tanya Fratto 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
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lindsley Ruth as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Jill Easterbrook as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Renata Ribeiro as Director	Against
Gen Digital Inc.	12-Sep-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
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	12-Sep-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
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randy Fowlie	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Fraser	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ann M. Powell	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Deborah Weinstein	Against
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anil Arora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas "Tony" K. Brown	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Melissa Lora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ruth Ann Marshall	Against
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Margaret Shan Atkins	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Juliana L. Chugg	Withhold
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director William S. Simon	Withhold
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Charles M. Sonsteby	Withhold
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marvin R. Ellison	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen E. Gorman	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Susan Patricia Griffith	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Frederick P. Perpall	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director David P. Steiner	Against
FedEx Corporation	21-Sep-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
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joseph Jimenez	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jon R. Moeller	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against
The Procter & Gamble Company	10-Oct-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks Related to Operations in China	Against
Commonwealth Bank of Australia	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Rob Whitfield as Director	Against
CSL Limited	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Carolyn Hewson as Director	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas F. Bonadio	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph G. Doody	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Pamela A. Joseph	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kevin A. Price	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Joseph M. Tucci	Against
Stockland	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Tom Pockett as Director	Against
Stockland	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	4. Elect Andrew Stevens as Director	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig Arnold	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Scott C. Donnelly	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise M. O'Leary	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Mark Birrell as Director	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Patricia Cross as Director	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerald S. Adolph	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John F. Barrett	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melanie W. Barstad	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Karen L. Carnahan	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald W. Tysoe	Against
Boral Limited	26-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2.1. Elect Ryan Stokes as Director	Against
Boral Limited	26-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2.2. Elect Robert Sindel 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
Boral Limited	26-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
BHP Group Limited	01-Nov-23	Australia	G	Director Election - Director Election	Elect Director	6. Elect Ken MacKenzie as Director	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Cannon	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Bethany J. Mayer	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Abhijit Y. Talwalkar	Against
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Matthew C. Flanigan	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jacque R. Fiegel	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laura G. Kelly	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Curtis A. Campbell	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-Nov-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
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Mineral Resources Limited	16-Nov-23	Australia	G	Director Election - Director Election	Elect Director	4. Elect Xi Xi as Director	Against
Mineral Resources Limited	16-Nov-23	Australia	G	Director Election - Director Election	Elect Director	5. Elect Kelvin Flynn as Director	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carol Burt	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen Drexler	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard "Rich" Sulpizio	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald "Ron" Taylor	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel J. Brutto	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry C. Glasscock	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John M. Hinshaw	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alison Kenney Paul	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	Against
Sysco Corporation	17-Nov-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
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Angela Wei Dong	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fabrizio Freda	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary M. Lauder	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jane Lauder	Withhold
The Estee Lauder Companies Inc.	17-Nov-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
Bluescope Steel Limited	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Rebecca Dee-Bradbury as Director	Against
Bluescope Steel Limited	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Jennifer Lambert as Director	Against
Bluescope Steel Limited	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Kathleen Conlon as Director	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Andrew Forrest as Director	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Mark Barnaba as Director	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly Baker	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Geoff Drabble	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director Catherine Halligan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Brian May	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan Murray	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas Schmitt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Grant H. Hill	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Sarah Hofstetter	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mary Alice Dorrance Malone	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kurt T. Schmidt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Archbold D. van Beuren	Against
Cisco Systems, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael D. Capellas	Against
Cisco Systems, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mark Garrett	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director D. Bruce Sewell	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John F. Sorte	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Peter A. Vaughn	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Cannon-Brookes	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Scott Farquhar	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Heather M. Fernandez	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Enrique Salem	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. Wong	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel J. Englander	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas N. Tryforos	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Diane M. Morefield	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Cherylyn Harley LeBon	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Carl D. Sparks	Against
Copart, Inc.	08-Dec-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
Palo Alto Networks, Inc.	12-Dec-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
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Westpac Banking Corp.	14-Dec-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect Director	1a. Elect Simon McKeon as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1f. Elect Stephen Mayne as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5a. Approve the Amendments to the Company's Constitution	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Earl G. Graves, Jr.	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Enderson Guimaraes	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director D. Bryan Jordan	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jill A. Soltau	Against

## Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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## Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Crown	Against

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kenneth D. Denman	Against
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Jeffrey S. Raikes	Against
Costco Wholesale Corporation	19-Jan-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Mary Agnes (Maggie) Wilderotter	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	For
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ramon Laguarta	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John F. Lundgren	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Linda J. Rendle	Against
Visa Inc.	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Maynard G. Webb, Jr.	Against
Visa Inc.	24-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine M. Burzik	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Christopher Jones	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Marshall O. Larsen	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Bertram L. Scott	Against
Becton, Dickinson and Company	24-Jan-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Walgreens Boots Alliance, Inc.	26-Jan-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
Walgreens Boots Alliance, Inc.	26-Jan-23	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	4. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walgreens Boots Alliance, Inc.	26-Jan-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gary C. Bhojwani	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elsa A. Murano	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Susan K. Nestegard	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Policinski	Against
Hormel Foods Corporation	31-Jan-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Hormel Foods Corporation	31-Jan-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
Hormel Foods Corporation	31-Jan-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	5. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan M. Cameron	Against
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Bridgette P. Heller	Against
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hilal	Against
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Stephen I. Sadove	Against
Aramark	03-Feb-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Arthur B. Winkleblack	Against
Aramark	03-Feb-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
Emerson Electric Co.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Martin S. Craighead	Against
Rockwell Automation, Inc.	07-Feb-23	USA	G	Director Election - Director Election	Elect Director	A1. Elect Director William P. Gipson	Withhold
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John H. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Les R. Baledge	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mike Beebe	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director David J. Bronczek	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Tyson Foods, Inc.	09-Feb-23	USA	G	Director Election - Director Election	Elect Director	11. Elect Director Barbara A. Tyson	Against
Tyson Foods, Inc.	09-Feb-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	One Year
Tyson Foods, Inc.	09-Feb-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
Compass Group Plc	09-Feb-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Ian Meakins as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Stefan Bomhard as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect John Bryant as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Arlene Isaacs-Lowe as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Anne-Francoise Nesmes as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Sundar Raman as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Nelson Silva as Director	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ireena Vittal as Director	Against
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Janice Chaffin	Withhold
PTC Inc.	16-Feb-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Paul Lacy	Withhold
PTC Inc.	16-Feb-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tamra A. Erwin	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles O. Holliday, Jr.	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael O. Johanns	Against
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Clayton M. Jones	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deere & Company	22-Feb-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	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
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Patrice Bula as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Bridgette Heller as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.7. Reelect Daniel Hochstrasser as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.11. Reelect Charles Sawyers as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.12. Reelect William Winters as Director	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.2. Reappoint Bridgette Heller as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.4. Reappoint William Winters as Member of the Compensation Committee	Against
Novartis AG	07-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Thomas Thune Andersen (Chair) as Director	Abstain
Orsted A/S	07-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3. Reelect Lene Skole (Vice Chair) as Director	Abstain
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sylvia Acevedo	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ann M. Livermore	Against
QUALCOMM Incorporated	08-Mar-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jean-Pascal Tricoire	Against
Hologic, Inc.	09-Mar-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
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Judy Bruner	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alexander A. Karsner	Against
Applied Materials, Inc.	09-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Yvonne McGill	Against
Applied Materials, Inc.	09-Mar-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



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Applied Materials, Inc.	09-Mar-23	USA	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	6. Improve Executive Compensation Program and Policy	For
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Al Gore	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alex Gorsky	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sue Wagner	Against
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	For
Apple Inc.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	For
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Heidi K. Kunz	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Susan H. Rataj	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director George A. Scangos	Against
Agilent Technologies, Inc.	15-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dow R. Wilson	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard P. Hamada	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. Lacouture	Against
Keysight Technologies, Inc.	16-Mar-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Kevin A. Stephens	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board and Senior Management	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.4. Reelect Lars Foerberg as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.6. Reelect Jennifer Xin-Zhe Li as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.9. Reelect Jacob Wallenberg as Director	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	8.10. Reelect Peter Voser as Director and Board Chair	Against
ABB Ltd.	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.3. Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ABB Ltd.	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard E. Allison, Jr.	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jorgen Vig Knudstorp	Against
Starbucks Corporation	23-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Satya Nadella	Against
Starbucks Corporation	23-Mar-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	6. Adopt Policy on Succession Planning	For
Starbucks Corporation	23-Mar-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Ingrid Deltenre as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect Sophie Gasperment as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.5. Reelect Calvin Grieder as Director and Board Chair	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	6.1.6. Reelect Tom Knutzen as Director	Against
Givaudan SA	23-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Ingrid Deltenre as Member of the Compensation Committee	Against
Givaudan SA	23-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
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
INPEX Corp.	28-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.3. Appoint Statutory Auditor Aso, Kenichi	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report (Advisory Vote)	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	7. Authorize Share Repurchase Program	Against
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.2. Reelect Marc Engel as Director	Abstain

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	8.3. Reelect Arne Karlsson as Director	Abstain
A.P. Moller-Maersk A/S	28-Mar-23	Denmark	S	Social - Human Rights	Human Rights Risk Assessment	10.6. Report on Efforts and Risks Related to Human Rights	For
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Justin Howell as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Monika Ribar as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Reelect Thierry Vanlancker as Director	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.3. Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Against
Sika AG	28-Mar-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.b. Amend Remuneration Policy	Against
Genmab A/S	29-Mar-23	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.c. Amendment to Remuneration Policy for Board of Directors and Executive Management	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
The Walt Disney Company	03-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Report on Political Expenditures	For
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gayla J. Delly	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Raul J. Fernandez	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eddy W. Hartenstein	Against
Broadcom Inc.	03-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Check Kian Low	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Broadcom Inc.	03-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nora A. Aufreiter	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Scott B. Bonham	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel (Don) H. Callahan	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Michael D. Penner	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Aaron W. Regent	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Calin Rovinescu	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Benita M. Warmbold	Withhold
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
The Bank of Nova Scotia	04-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	5. SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	For
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1c. Elect Director Nanci E. Caldwell	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1e. Elect Director Luc Desjardins	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1l. Elect Director Martine Turcotte	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1m. Elect Director Barry L. Zubrow	Withhold
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive Compensation	4. SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
Canadian Imperial Bank of Commerce	04-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	5. SP 2: Advisory Vote on Environmental Policies	For
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	A. SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	B. SP 2: Revise the Bank's Human Rights Position Statement	For
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	D. SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Restriction of Fossil Fuel Financing	E. SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	For
Royal Bank of Canada	05-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive Compensation	F. SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	G. SP 7: Advisory Vote on Environmental Policies	For
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	H. SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	For
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peter Coleman	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.7. Elect Director Maria Moraues Hanssen	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.8. Elect Director Vanitha Narayanan	Against
Schlumberger N.V.	05-Apr-23	Curacao	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mark Papa	Against
UBS Group AG	05-Apr-23	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	3. Approve Sustainability Report	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Colm Kelleher as Director and Board Chair	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	Director Election - Director Election	Elect Director	7.7. Reelect Fred Hu as Director	Against
UBS Group AG	05-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	7.9. Reelect Nathalie Rachou as Director	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Ann M. Livermore	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gary M. Reiner	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Patricia F. Russo	Against
Hewlett Packard Enterprise Company	05-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zurich Insurance Group AG	06-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice D. Chaffin	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bruce R. Chizen	Against
Synopsys, Inc.	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Jeannine P. Sargent	Against
Synopsys, Inc.	12-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Z. Cook	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Joseph J. Echevarria	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ralph Izzo	Against
Ferrovial SA	12-Apr-23	Spain	G	Director Election - Director Election	Elect Director	5.3. Reelect Hanne Birgitte Breinbjerg Sorensen as Director	Against
Ferrovial SA	12-Apr-23	Spain	G	Director Election - Director Election	Elect Director	5.5. Reelect Gonzalo Urquijo Fernandez de Araoz as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Sergio Ermotti as Director and Board Chair	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.f. Reelect Joerg Reinhardt as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.i. Reelect Jacques de Vaucleroy as Director	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Joerg Reinhardt as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.4. Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Against
Swiss Re AG	12-Apr-23	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	8. Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Against
VINCI SA	13-Apr-23	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	9. Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Against
Fortum Oyj	13-Apr-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Ralf Christian, Luisa Delgado, Essimari Kairisto and Teppo Paavola as Directors; Elect Jonas Gustavsson, Marita Niemela, Mikael Silvennoinen, Maija Strandberg, Johan Soderstrom and Vesa-Pekka Takala as New Directors	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aker BP ASA	14-Apr-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Aker BP ASA	14-Apr-23	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	10. Reelect Kjell Inge Rokke, Anne Marie Cannon and Kate Thomson as Directors	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker BP ASA	14-Apr-23	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	13. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Samuel R. Allen	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jennifer A. LaClair	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Harish Manwani	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Patricia K. Poppe	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Larry O. Spencer	Against
Whirlpool Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Michael D. White	Against
IQVIA Holdings Inc.	18-Apr-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
IQVIA Holdings Inc.	18-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	4. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
IQVIA Holdings Inc.	18-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Janice M. Babiak	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sophie Brochu	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Craig W. Broderick	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director George A. Cope	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Christine A. Edwards	Withhold
Bank of Montreal	18-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Lorraine Mitchelmore	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	A. SP 1: Advisory Vote on Environmental Policies	For
Bank of Montreal	18-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	For
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jorge A. Bermudez	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Therese Esperdy	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vincent A. Forlenza	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathryn M. Hill	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Lloyd W. Howell, Jr.	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leslie F. Seidman	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Zig Serafin	Against
Moody's Corporation	18-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Bruce Van Saun	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
The Sherwin-Williams Company	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeff M. Fettig	Against
Eiffage SA	19-Apr-23	France	G	Director Election - Director Election	Elect Director	4. Reelect Benoit de Ruffray as Director	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert J. Dennis	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Nancy-Ann DeParle	Against
HCA Healthcare, Inc.	19-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Wayne J. Riley	Against
HCA Healthcare, Inc.	19-Apr-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	For
HCA Healthcare, Inc.	19-Apr-23	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	6. Amend Charter of Patient Safety and Quality of Care Committee	For
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles M. Holley, Jr.	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael M. McNamara	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Virginia M. Wilson	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Carrier Global Corporation	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Beth A. Wozniak	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chairman	For
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Amy Banse	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Calderoni	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Kathleen Oberg	Against
Adobe Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Daniel Rosensweig	Against
Adobe Inc.	20-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	For
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank A. D'Amelio	Against
Humana Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Karen W. Katz	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Paul Walker as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Marike van Lier Lels as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Robert MacLeod as Director	Against
RELX Plc	20-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Suzanne Wood as Director	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	4. SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	For
The Toronto-Dominion Bank	20-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	For
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	For
The Toronto-Dominion Bank	20-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive Compensation	8. SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	9. SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	For
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Stephen F. Angel	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh Grant	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Melanie L. Healey	Against
PPG Industries, Inc.	20-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
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	Director Election - Director Election	Elect Director	4.1.c. Reelect Henri de Castries as Director	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.i. Reelect Dinesh Paliwal as Director	Against
Nestle SA	20-Apr-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.4. Reappoint Dinesh Paliwal as Member of the Compensation Committee	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Klaus A. Engel	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David C. Everitt	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janet P. Giesselman	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Michael O. Johanns	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Nayaki R. Nayyar	Against
Corteva, Inc.	21-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Gregory R. Page	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Yvon Charest	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Patricia Curadeau-Grou	Withhold
National Bank of Canada	21-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Robert Pare	Withhold
National Bank of Canada	21-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	4. SP 1: Advisory Vote on Environmental Policies	For
Akzo Nobel NV	21-Apr-23	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5.c. Reelect D.M. Sluimers to Supervisory Board	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen L. Eastman	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Rita J. Heise	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Hsenghung Sam Hsu	Against
Fastenal Company	22-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel L. Johnson	Against
Henkel AG & Co. KGaA	24-Apr-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Laurent Martinez to the Supervisory Board	Against
HP Inc.	24-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Provide Right to Act by Written Consent	For
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter Barrett	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sylvie Gregoire	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michel Vounatsos	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Frank Witney	Against
PerkinElmer, Inc.	25-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
PerkinElmer, Inc.	25-Apr-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
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John C. Dugan	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter B. Henry	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gary M. Reiner	Against
Citigroup Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Diana L. Taylor	Against
Citigroup Inc.	25-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Citigroup Inc.	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Citigroup Inc.	25-Apr-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Report on Respecting Indigenous Peoples' Rights	For
Citigroup Inc.	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Exelon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anthony Anderson	Against
Exelon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director W. Paul Bowers	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Exelon Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John Young	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Sharon L. Allen	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Frank P. Bramble, Sr.	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise L. Ramos	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Thomas D. Woods	Against
Bank of America Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Maria T. Zuber	Against
Bank of America Corporation	25-Apr-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
Bank of America Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	8. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	9. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
Bank of America Corporation	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	10. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Bank of America Corporation	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	11. Commission Third Party Racial Equity Audit	For
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1A. Elect Director Shauneen Bruder	Against
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Denise Gray	Against
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Justin M. Howell	Against
Canadian National Railway Company	25-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1I. Elect Director Margaret A. McKenzie	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas Buberl	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Andrew N. Liveris	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Alfred W. Zollar	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
International Business Machines Corporation	25-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
International Business Machines Corporation	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Efforts to Prevent Harassment and Discrimination in the Workplace	For
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip E. Coviello	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Frank Lourenso	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Henry Moniz	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Mary Hogan Preusse	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Valerie Richardson	Against
Kimco Realty Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard B. Saltzman	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Celeste A. Clark	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore F. Craver, Jr.	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Wayne M. Hewett	Against
Wells Fargo & Company	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Ronald L. Sargent	Against
Wells Fargo & Company	25-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Political Expenditures Congruence	For
Wells Fargo & Company	25-Apr-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	7. Report on Climate Lobbying	For
Wells Fargo & Company	25-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	8. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
Wells Fargo & Company	25-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Workplace Sexual Harassment	10. Report on Prevention of Workplace Harassment and Discrimination	For
Wells Fargo & Company	25-Apr-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	11. Adopt Policy on Freedom of Association and Collective Bargaining	For
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Dame Alison J. Carnwath	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Roderick C. McGeary	Against
PACCAR Inc	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Schulz	Against
PACCAR Inc	25-Apr-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
PACCAR Inc	25-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
PACCAR Inc	25-Apr-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
PACCAR Inc	25-Apr-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Agnes Bundy Scanlan	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Easter A. Maynard	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Charles A. Patton	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director David M. Ratcliffe	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1r. Elect Director Thomas E. Skains	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1t. Elect Director Thomas N. Thompson	Against
Truist Financial Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Oversea-Chinese Banking Corporation Limited	25-Apr-23	Singapore	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Against
MSCI Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Catherine R. Kinney	Against
MSCI Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sandy C. Rattray	Against
MSCI Inc.	25-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Linda H. Riefler	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rodney Clark	Against
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director James P. Lederer	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Entegris, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Azita Saleki-Gerhardt	Against
Entegris, Inc.	26-Apr-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
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	8. Oversee and Report a Racial Equity Audit	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	10. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	11. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	12. Report on Median Gender/Racial Pay Gap	For
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Nancy E. Cooper	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Merit E. Janow	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1f. Elect Director Sean O. Mahoney	Against
Aptiv PLC	26-Apr-23	Jersey	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul M. Meister	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director William J. DeLaney	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Elder Granger	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Mark B. McClellan	Against
The Cigna Group	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Donna F. Zarcone	Against
The Cigna Group	26-Apr-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Cigna Group	26-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Congruency of Political Spending with Company Values and Priorities	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director V. Ann Hailey	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Katherine D. Jaspon	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Stuart L. Levenick	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Neil S. Novich	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Beatriz R. Perez	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director E. Scott Santi	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Slavik Williams	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Lucas E. Watson	Against
W.W. Grainger, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Steven A. White	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Robert F. Sharpe, Jr.	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amy DiGeso	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher J. Williams	Against
Ameriprise Financial, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Brian T. Shea	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Peter Ventress as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Vanda Murray as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Lloyd Pitchford as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Stephan Nanninga as Director	Against
Bunzl Plc	26-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Vin Murria as Director	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Marjorie Rodgers Cheshire	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrew T. Feldstein	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Richard J. Harshman	Against
The PNC Financial Services Group, Inc.	26-Apr-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Daniel R. Hesse	Against
ENGIE SA	26-Apr-23	France	E	Environmental - Climate	Climate Change Action	B. Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	For
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director William P. Hankowsky	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Edward J. Kelly, III	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Terrance J. Lillis	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Shivan Subramaniam	Against
Citizens Financial Group Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Marita Zuraitis	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Susan Desmond-Hellmann	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Joseph J. Echevarria	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Helen H. Hobbs	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Dan R. Littman	Against
Pfizer Inc.	27-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	7. Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Pfizer Inc.	27-Apr-23	USA	S	Social - Political Spending	Political Spending Congruency	9. Report on Political Expenditures Congruence	For
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Government Financial Support and Equitable Access to Covid-19 Products	For
Johnson & Johnson	27-Apr-23	USA	G	Compensation - Compensation	Use GAAP for Executive Compensation Metrics	7. Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For
Johnson & Johnson	27-Apr-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director David C. Adams	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director James P. Holden	Against
Snap-on Incorporated	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Henry W. Knueppel	Against
Snap-on Incorporated	27-Apr-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Deloitte & Touche LLP as Auditors	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Dominic Blakemore as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Martin Brand as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Kathleen DeRose as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Tsega Gebreyes as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Cressida Hogg as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Val Rahmani as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Don Robert as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Douglas Steenland as Director	Against
London Stock Exchange Group Plc	27-Apr-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Ashok Vaswani as Director	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Eduardo E. Cordeiro	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kathy L. Fortmann	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director C. Scott Greer	Against
FMC Corporation	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Margareth Ovrum	Against
FMC Corporation	27-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4b. Re-elect Hugh Brady as Director	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4d. Re-elect Karin Dorrepaal as Director	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4f. Re-elect Michael Kerr as Director	Against
Kerry Group Plc	27-Apr-23	Ireland	G	Director Election - Director Election	Elect Director	4h. Re-elect Tom Moran as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig H. Barratt	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Don R. Kania	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan J. Levy	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Jami Dover Nachtsheim	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	For
Kering SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Bouygues SA	27-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	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	23. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	24. Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against
Bouygues SA	27-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	25. Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Against
Bouygues SA	27-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	27-Apr-23	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	30. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Eurofins Scientific SE	27-Apr-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Umicore	27-Apr-23	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.1. Reelect Mario Armero as Member of the Supervisory Board	Against
Abbott Laboratories	28-Apr-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
Abbott Laboratories	28-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Abbott Laboratories	28-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Brent B. Bickett	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ganesh B. Rao	Withhold
Ceridian HCM Holding Inc.	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Deborah A. Farrington	Withhold
Black Knight, Inc.	28-Apr-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Ian Macfarlane as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Larry Archibald as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Swee Chen Goh as Director	Against
Woodside Energy Group Ltd.	28-Apr-23	Australia	E	Environmental - Climate	Report on Climate Change	6b. Approve Contingent Resolution - Capital Protection	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert J. Gemmell	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Peter Grosskopf	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jeffrey Parr	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Director Election - Director Election	Elect Director	1.12. Elect Director Jamie C. Sokalsky	Withhold
Agnico Eagle Mines Limited	28-Apr-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Kellogg Company	28-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Stephanie A. Burns	Against
Kellogg Company	28-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gap	For
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 - Health & Safety	Review Drug Pricing or Distribution	9. Report on Impact of Extended Patent Exclusivities on Product Access	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
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	For
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director P. Russell Hardin	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.	Withhold
Genuine Parts Company	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Juliette W. Pryor	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sharen J. Turney	Withhold
Paycom Software, Inc.	01-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director J.C. Watts, Jr.	Withhold
Paycom Software, Inc.	01-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
Paycom Software, Inc.	01-May-23	USA	G	Director Related - Board Related	Require a Majority Vote for the Election of Directors	6. Require a Majority Vote for the Election of Directors	For
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Peter Chernin	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Theodore J. Leonsis	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Daniel L. Vasella	Against
American Express Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Christopher D. Young	Against
American Express Company	02-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
American Express Company	02-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	For
American Express Company	02-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Julia A. Haller	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Manuel Hidalgo Medina	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paula A. Price	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Theodore R. Samuels	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1I. Elect Director Gerald L. Storch	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1K. Elect Director Phyllis R. Yale	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Franco-Nevada Corporation	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Derek W. Evans	Against
Franco-Nevada Corporation	02-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Maureen Jensen	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bryce Blair	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Karin M. Klein	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Peter D. Linneman	Against
Regency Centers Corporation	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director David P. O'Connor	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Marco Alvera	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director William D. Green	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephanie C. Hill	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Rebecca Jacoby	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Robert P. Kelly	Against
S&P Global Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Richard E. Thornburgh	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cesar Conde	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ian Cook	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Robert C. Pohlrad	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Daniel Vasella	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Darren Walker	Against
PepsiCo, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
PepsiCo, Inc.	03-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Issue Transparency Report on Global Public Policy and Political Influence	For
PepsiCo, Inc.	03-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	7. Report on Impacts of Restrictive Reproductive Healthcare Legislation	For
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Javed Ahmed	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Stephen J. Hagge	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jesus Madrazo Yris	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anne P. Noonan	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Celso L. White	Against
CF Industries Holdings, Inc.	03-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sandra J. Horning	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Kevin E. Lofton	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harish Manwani	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Anthony Welters	Against
Gilead Sciences, Inc.	03-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger W. Ferguson, Jr.	Against
International Flavors & Fragrances Inc.	03-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christina Gold	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Cotton M. Cleveland	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Linda Dorcena Forry	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David H. Long	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director William C. Van Faasen	Against
Eversource Energy	03-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederica M. Williams	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Mohamed A. El-Erian as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Brian Gilvary as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Nigel Higgins as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Diane Schueneman as Director	Against
Barclays PLC	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Julia Wilson as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Nils Andersen as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrea Jung as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Ruby Lu as Director	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Feike Sijbesma as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Andrew Bonfield as Director	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Pam Kirby as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Chris Sinclair as Director	Against
Reckitt Benckiser Group Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Alan Stewart as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Jonathan Symonds as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Charles Bancroft as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Anne Beal as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Urs Rohner as Director	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Domitille Doat-Le Bigot	Against
Mettler-Toledo International Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas P. Salice	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	04-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	For
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	7. Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Just Transition	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	11. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael S. Burke	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Patrick J. Moore	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra A. Sandler	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
Archer-Daniels-Midland Company	04-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Lisa de Wilde	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Mary Jo Haddad	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kathy Kinloch	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.13. Elect Director Denise Pickett	Withhold
TELUS Corporation	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.14. Elect Director W. Sean Willy	Withhold
First Quantum Minerals Ltd.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.1. Elect Director Andrew B. Adams	Withhold
First Quantum Minerals Ltd.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Robert J. Harding	Withhold
First Quantum Minerals Ltd.	04-May-23	Canada	G	Director Election - Director Election	Elect Director	2.4. Elect Director Kathleen A. Hogenson	Withhold
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jose B. Alvarez	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Marc A. Bruno	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Larry D. De Shon	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Bobby J. Griffin	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Terri L. Kelly	Against
United Rentals, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Shiv Singh	Against
United Rentals, Inc.	04-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	For
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Barbara J. Beck	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey M. Ettinger	Against
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David W. MacLennan	Against
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Victoria J. Reich	Against
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	04-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark L. Feidler	Against
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert D. Marcus	Against
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Melissa D. Smith	Against
Equifax Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Audrey Boone Tillman	Against
Equifax Inc.	04-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
Equifax Inc.	04-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	6. Oversee and Report a Racial Equity Audit	For
Holcim Ltd.	04-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Elect Mike Craston as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Andrea Blance as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect George Culmer as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Patrick Flynn as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Shonaid Jemmett-Page as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Mohit Joshi as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Pippa Lambert as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Jim McConville as Director	Against
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	15. Re-elect Michael Mire as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aviva Plc	04-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	16. Re-elect Martin Strobel as Director	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Daniel Debow	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director William A. Downe	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director M. Marianne Harris	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Claudia Kotchka	Against
Loblaw Companies Limited	04-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Sarah Raiss	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John T. Cahill	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Alicia Knapp	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Susan Mulder	Against
The Kraft Heinz Company	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John C. Pope	Against
The Kraft Heinz Company	04-May-23	USA	E	Environmental - Other	Community -Environment Impact	5. Report on Supply Chain Water Risk Exposure	For
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Russell P. Fradin	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Pamela A. Joseph	Against
TransUnion	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas L. Monahan, III	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Ita Brennan	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director ML Krakauer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Julia Liuson	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director James D. Plummer	Against
Cadence Design Systems, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Alberto Sangiovanni-Vincentelli	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Lydia H. Kennard	Against
Prologis, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Jeffrey L. Skelton	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prologis, Inc.	04-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
Groupe Bruxelles Lambert SA	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4.1. Reelect Paul Desmarais, Jr. as Director	Against
Groupe Bruxelles Lambert SA	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4.2. Reelect Cedric Frere as Director	Against
Groupe Bruxelles Lambert SA	04-May-23	Belgium	G	Director Election - Director Election	Elect Director	5.4.3. Reelect Segolene Gallienne - Frere as Director	Against
AbbVie Inc.	05-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert J. Alpern	Withhold
AbbVie Inc.	05-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
AbbVie Inc.	05-May-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
AbbVie Inc.	05-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
AbbVie Inc.	05-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Alcoa Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mary Anne Citrino	Against
Alcoa Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Thomas J. Gorman	Against
Alcoa Corporation	05-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ernesto Zedillo	Against
Alcoa Corporation	05-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	For
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Michael Ball as Director and Board Chair	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Thomas Glanzmann as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keith Grossman as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Ines Poeschel as Director	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee	Against
Alcon Inc.	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Ines Poeschel as Member of the Compensation Committee	Against
Alcon Inc.	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ARC Resources Ltd.	05-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Carol T. Banducci	Withhold
ARC Resources Ltd.	05-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David R. Collyer	Withhold
ARC Resources Ltd.	05-May-23	Canada	G	Director Election - Director Election	Elect Director	1.8. Elect Director M. Jacqueline Sheppard	Withhold
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Angelica Kohlmann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Christoph Maeder as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.7. Reelect Juergen Steinemann as Director	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Against
Lonza Group AG	05-May-23	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Warren E. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Charles T. Munger	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Gregory E. Abel	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Howard G. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Susan A. Buffett	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Stephen B. Burke	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Kenneth I. Chenault	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Christopher C. Davis	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan L. Decker	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Charlotte Guyman	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Ajit Jain	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Thomas S. Murphy, Jr.	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director Ronald L. Olson	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Wallace R. Weitz	Withhold
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Meryl B. Witmer	Withhold
Berkshire Hathaway Inc.	06-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
Berkshire Hathaway Inc.	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	4. Report on Physical and Transitional Climate-Related Risks and Opportunities	For
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Audit Committee's Oversight on Climate Risks and Disclosures	For
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	For
Berkshire Hathaway Inc.	06-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	For
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Robert Kittel	Withhold
Constellation Software Inc.	08-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Andrew Pastor	Withhold
Uber Technologies, Inc.	08-May-23	USA	S	Social - Health & Safety	Facility Safety	4. Commission a Third-Party Audit on Driver Health and Safety	For
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Li Haslett Chen	Withhold
Warner Bros. Discovery, Inc.	08-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
Warner Bros. Discovery, Inc.	08-May-23	USA	G	Corporate Governance - Shareholder Rights	Reduce Supermajority Vote Requirement	5. Adopt Simple Majority Vote	For
Warner Bros. Discovery, Inc.	08-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect Director T. Michael Glenn	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Theodore L. Harris	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1e. Elect Director David A. Jones	Against
Pentair plc	09-May-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect Director Billie I. Williamson	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Thomas "Tony" K. Brown	Against
3M Company	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David B. Dillon	Against
3M Company	09-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
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patrick Berard	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Blythe J. McGarvie	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jody G. Miller	Against
LKQ Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Guhan Subramanian	Against
Prudential Financial, Inc.	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Danaher Corporation	09-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Linda Filler	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	1e. Elect Director Walter G. Lohr, Jr.	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 Election - Director Election	Elect Director	1n. Elect Director Elias A. Zerhouni	Against
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
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	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas P. Bostick	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul C. Hilal	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda H. Riefler	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Suzanne M. Vautrinot	Against
CSX Corporation	10-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director John J. Zillmer	Against
Eni SpA	10-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Second Section of the Remuneration Report	Against
Norsk Hydro ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Statement	Against
American International Group, Inc.	10-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
American International Group, Inc.	10-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kevin L. Beebe	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Eric J. Guerin	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Suzanne E. McBride	Against
Skyworks Solutions, Inc.	10-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director David P. McGlade	Against
Skyworks Solutions, Inc.	10-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
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Marcel R. Coutu	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.6. Elect Director Andre Desmarais	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Paul Desmarais, Jr.	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.13. Elect Director Susan J. McArthur	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.14. Elect Director R. Jeffrey Orr	Against
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.15. Elect Director T. Timothy Ryan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Great-West Lifeco Inc.	10-May-23	Canada	G	Director Election - Director Election	Elect Director	2.19. Elect Director Brian E. Walsh	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.2. Approve Remuneration Statement	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	10. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	10-May-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Jean-Paul Luksic as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Tony Jensen as Director	Against
Antofagasta Plc	10-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Francisca Castro as Director	Against
Equinor ASA	10-May-23	Norway	E	Environmental - Climate	Climate Change Action	9. Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy	For
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kimberly A. Casiano	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director William Clay Ford, Jr.	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director William W. Helman, IV	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William E. Kennard	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John C. May	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Beth E. Mooney	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Lynn Vojvodich Radakovich	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director John L. Thornton	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John B. Veihmeyer	Against
Ford Motor Company	11-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director John S. Weinberg	Against
Ford Motor Company	11-May-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ford Motor Company	11-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	6. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Ford Motor Company	11-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Reliance on Child Labor in Supply Chain	For
Ford Motor Company	11-May-23	USA	S	Social - Animal Welfare	Animal Testing	8. Report on Animal Testing Practices	For
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander M. Cutler	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director H. James Dallas	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elizabeth R. Gile	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Carlton L. Highsmith	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Richard J. Hipple	Against
KeyCorp	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Barbara R. Snyder	Against
KeyCorp	11-May-23	USA	G	Director Election - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mitchell E. Daniels, Jr.	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Christopher T. Jones	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Steven F. Leer	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Amy E. Miles	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jennifer F. Scanlon	Against
Norfolk Southern Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director John R. Thompson	Against
Norfolk Southern Corporation	11-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
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Shellye Archambeau	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Melanie Healey	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laxman Narasimhan	Against
Verizon Communications Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Rodney Slater	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Verizon Communications Inc.	11-May-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	7. Amend Clawback Policy	For
Verizon Communications Inc.	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	9. Require Independent Board Chair	For
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary K. Bush	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Candace H. Duncan	Against
Discover Financial Services	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Mark A. Thierer	Against
Intel Corporation	11-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Intel Corporation	11-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kerri B. Anderson	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Garheng Kong	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Peter M. Neupert	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richelle P. Parham	Against
Laboratory Corporation of America Holdings	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on Transport of Nonhuman Primates Within the U.S.	For
Laboratory Corporation of America Holdings	11-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Norma B. Clayton	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick J. Dempsey	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Christopher J. Kearney	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Laurette T. Koellner	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Joseph D. Rupp	Withhold
Nucor Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nadja Y. West	Withhold
Nucor Corporation	11-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

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Kenneth W. Cornew	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Traci M. Dolan	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director James C. Marcuccilli	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Bradley S. Seaman	Withhold
Steel Dynamics, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Steven A. Sonnenberg	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Glenn A. Carter	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Brenda A. Cline	Withhold
Tyler Technologies, Inc.	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Mary L. Landrieu	Withhold
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Keith J. Allman	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Christopher A. O'Herlihy	Against
Masco Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles K. Stevens, III	Against
Bayerische Motoren Werke AG	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7. Elect Kurt Bock to the Supervisory Board	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Martha H. Marsh	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Linda M. Connly	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Anders Gustafsson	Against
Zebra Technologies Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Janice M. Roberts	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zebra Technologies Corporation	11-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify Ernst & Young LLP as Auditors	Against
Bunge Limited	11-May-23	Bermuda	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Stephani Kingsmill	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jane E. Kinney	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Indira V. Samarasekera	Against
Intact Financial Corporation	11-May-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Frederick Singer	Against
Sun Life Financial Inc.	11-May-23	Canada	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	A. SP 1: Produce a Report Documenting the Health Impacts and Potential Insurance Implications of its Investments in Fossil Fuels on its Current and Future Client Base	For
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Mark A. Emmert	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Nicole W. Piasecki	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawrence A. Selzer	Against
Weyerhaeuser Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kim Williams	Against
Sempra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Pablo A. Ferrero	Against
Sempra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael N. Mears	Against
Sempra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Cynthia J. Warner	Against
Sempra Energy	12-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director James C. Yardley	Against
Sempra Energy	12-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	For
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director John P. Bilbrey	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lisa M. Edwards	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director C. Martin Harris	Against
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kimberly A. Nelson	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Colgate-Palmolive Company	12-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Colgate-Palmolive Company	12-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
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
QBE Insurance Group Limited	12-May-23	Australia	G	Director Election - Director Election	Elect Director	4a. Elect Michael (Mike) Wilkins as Director	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Philip Bleser	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Roger N. Farah	Against
The Progressive Corporation	12-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Lawton W. Fitt	Against
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a3. Elect Director Jaimie Donovan	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a4. Elect Director R. Peter Gillin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a5. Elect Director Chantal Gosselin	Withhold
Wheaton Precious Metals Corp.	12-May-23	Canada	G	Director Election - Director Election	Elect Director	a8. Elect Director Charles A. Jeannes	Withhold
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John F. Killian	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Karol V. Mason	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Michael W. Ranger	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Linda S. Sanford	Against
Consolidated Edison, Inc.	15-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Deirdre Stanley	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Melody C. Barnes	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Marguerite M. Nader	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Sean P. Nolan	Against
Ventas Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director James D. Shelton	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director W. Geoffrey Beattie	Withhold
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Nelda J. Connors	Withhold
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Michael R. Dumais	Withhold
Baker Hughes Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Lynn L. Elsenhans	Withhold
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Dennis V. Arriola	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jody Freeman	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Gay Huey Evans	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey A. Joerres	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Ryan M. Lance	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Timothy A. Leach	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William H. McRaven	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Sharmila Mulligan	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Eric D. Mullins	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Arjun N. Murti	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robert A. Niblock	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director David T. Seaton	Against
ConocoPhillips	16-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R.A. Walker	Against
ConocoPhillips	16-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
ConocoPhillips	16-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	8. Adopt Share Retention Policy For Senior Executives	For
ConocoPhillips	16-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Tax Transparency	For
ConocoPhillips	16-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	10. Report on Lobbying Payments and Policy	For
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen B. Burke	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Todd A. Combs	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director James S. Crown	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Timothy P. Flynn	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Virginia M. Rometty	Against
JPMorgan Chase & Co.	16-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
JPMorgan Chase & Co.	16-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
JPMorgan Chase & Co.	16-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	8. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
JPMorgan Chase & Co.	16-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	9. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
JPMorgan Chase & Co.	16-May-23	USA	S	Social - Political Spending	Political Spending Congruency	11. Report on Political Expenditures Congruence	For
JPMorgan Chase & Co.	16-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	12. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Robert M. Dutkowsky	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director James C. Katzman	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Robert M. Malcolm	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Anthony J. Palmer	Withhold
The Hershey Company	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Juan R. Perez	Withhold
The Hershey Company	16-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	5. Report on Human Rights Impacts of Living Wage & Income Position Statement	For
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director James P. Cain	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Maria C. Freire	Against
Alexandria Real Estate Equities, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Michael A. Woronoff	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Andre Desmarais	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director Paul Desmarais, Jr.	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Anthony R. Graham	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.9. Elect Director Isabelle Marcoux	Against
Power Corporation of Canada	16-May-23	Canada	G	Director Election - Director Election	Elect Director	1.10. Elect Director Christian Noyer	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Robyn Denholm	Against
Tesla, Inc.	16-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director JB Straubel	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	One Year
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Francine J. Bovich	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Kathy Hopinkah Hannan	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michael Haylon	Against
Annaly Capital Management, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Eric A. Reeves	Against
Annaly Capital Management, Inc.	17-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
Annaly Capital Management, Inc.	17-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Cindy Christy	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Ari Q. Fitzgerald	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea J. Goldsmith	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Tammy K. Jones	Against
Crown Castle Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Anthony J. Melone	Against
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jamie Haenggi	Withhold
Enphase Energy, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Benjamin Kortlang	Withhold
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Terrence J. Checki	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Leonard S. Coleman, Jr.	Against
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Edith E. Holiday	Against
Hess Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Raymond J. McGuire	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Charles E. Bunch	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Ertharin Cousin	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patrick T. Siewert	Against
Mondelez International, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Mondelez International, Inc.	17-May-23	USA	S	Social - Animal Welfare	Animal Welfare	6. Report on 2025 Cage-Free Egg Goal	For
Mondelez International, Inc.	17-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	For
SS&C Technologies Holdings, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director David A. Varsano	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Amelia C. Fawcett	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William L. Meaney	Against
State Street Corporation	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gregory L. Summe	Against
State Street Corporation	17-May-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	6. Report on Asset Management Policies and Diversified Investors	For
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Sangeeta Bhatia	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Lloyd Carney	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Diana McKenzie	Against
Vertex Pharmaceuticals Incorporated	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Bruce Sachs	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Joseph Lacob	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director C. Raymond Larkin, Jr.	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director George J. Morrow	Against
Align Technology, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Susan E. Siegel	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Align Technology, Inc.	17-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
Align Technology, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
E.ON SE	17-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Erich Clementi to the Supervisory Board	Against
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Dylan G. Haggart	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Wafaa Mamilli	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Heidi G. Miller	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Kevin M. Warren	Withhold
Fiserv, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chairman	For
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Lawrence D. Kingsley	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sophie V. Vandebroek	Against
IDEXX Laboratories, Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Quest Diagnostics Incorporated	17-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Reginald H. Gilyard	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Christopher T. Jenny	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gerardo I. Lopez	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Susan Meaney	Against
CBRE Group, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Oscar Munoz	Against
CBRE Group, Inc.	17-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	For
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Todd Crockett	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ZoomInfo Technologies Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Patrick McCarter	Withhold
ZoomInfo Technologies Inc.	17-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify KPMG LLP as Auditors	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director K. Gunnar Bjorklund	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael J. Bush	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Sharon D. Garrett	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Stephen D. Milligan	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Patricia H. Mueller	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director George P. Orban	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Larree M. Renda	Against
Ross Stores, Inc.	17-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Doniel N. Sutton	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Elect Director Michael P. Connors	Against
Chubb Limited	17-May-23	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Elect Director Frances F. Townsend	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	6. Elect Evan G. Greenberg as Board Chairman	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Elect Michael P. Connors as Member of the Compensation Committee	Against
Chubb Limited	17-May-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Elect Frances F. Townsend as Member of the Compensation Committee	Against
Chubb Limited	17-May-23	Switzerland	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	14. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Chubb Limited	17-May-23	Switzerland	S	Social - Human Rights	Human Rights Risk Assessment	15. Report on Human Rights Risk Assessment	For
CVS Health Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Adopt a Paid Sick Leave Policy	For
CVS Health Corporation	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
CVS Health Corporation	18-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Union Pacific Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Union Pacific Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy	For
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert F. Friel	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Victoria D. Harker	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Lila Tretikov	Against
Xylem Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Uday Yadav	Against
Xylem Inc.	18-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
Xylem Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Zoetis Inc.	18-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
Zoetis Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas T. Hendrickson	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Dana M. Perlman	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria A. Sastre	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Fred Whitfield	Against
O'Reilly Automotive, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Otis Worldwide Corporation	18-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
Otis Worldwide Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Paula Santilli	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Caryn Seidman-Becker	Against
The Home Depot, Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For
The Home Depot, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Political Expenditures Congruence	For
Yum! Brands, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Brian C. Cornell	Against
Yum! Brands, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Mirian M. Graddick-Weir	Against
Yum! Brands, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Thomas C. Nelson	Against
Yum! Brands, Inc.	18-May-23	USA	E	Environmental - Pollution	Recycling	5. Report on Efforts to Reduce Plastic Use	For
Yum! Brands, Inc.	18-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Yum! Brands, Inc.	18-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	8. Adopt Share Retention Policy For Senior Executives	For
Yum! Brands, Inc.	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Paid Sick Leave	For
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Hafize Gaye Erkan	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director H. Edward Hanway	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Deborah C. Hopkins	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Steven A. Mills	Against
Marsh & McLennan Companies, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Morton O. Schapiro	Against
Marsh & McLennan Companies, Inc.	18-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
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Mary L. Baglivo	Against
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Herman E. Bulls	Against
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Walter C. Rakowich	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Host Hotels & Resorts, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Gordon H. Smith	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Robin Budenberg as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Alan Dickinson as Director	Against
Lloyds Banking Group Plc	18-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Amanda Mackenzie as Director	Against
The Charles Schwab Corporation	18-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Frank C. Herringer	Against
The Charles Schwab Corporation	18-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
The Charles Schwab Corporation	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	For
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven R. Altman	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Richard A. Collins	Against
DexCom, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Kyle Malady	Against
DexCom, Inc.	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Glenn H. Hutchins	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William E. Kennard	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Beth E. Mooney	Against
AT&T Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Luis A. Ubinas	Against
AT&T Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
AT&T Inc.	18-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	6. Commission Third Party Racial Equity Audit	For
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas H. Glocer	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Robert H. Herz	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Erika H. James	Against
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Mary L. Schapiro	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Morgan Stanley	19-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rayford Wilkins, Jr.	Against
Morgan Stanley	19-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
Morgan Stanley	19-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ellen J. Kullman	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Amy E. Miles	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Ronald D. Sugar	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R. Sanders Williams	Against
Restaurant Brands International Inc.	23-May-23	Canada	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexandre Behring	Against
Restaurant Brands International Inc.	23-May-23	Canada	G	Director Election - Director Election	Elect Director	1.6. Elect Director Ali Hedayat	Against
Restaurant Brands International Inc.	23-May-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Restaurant Brands International Inc.	23-May-23	Canada	S	Social - Animal Welfare	Animal Welfare	5. Disclose Any Annual Benchmarks for Animal Welfare Goals	For
Restaurant Brands International Inc.	23-May-23	Canada	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Restaurant Brands International Inc.	23-May-23	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Risks to Business Due to Increased Labor Market Pressure	For
Restaurant Brands International Inc.	23-May-23	Canada	E	Environmental - Pollution	Recycling	8. Report on Efforts to Reduce Plastic Use	For
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Margaret B. Shannon	Against
Quanta Services, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Martha B. Wyrsh	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly A. Ayotte	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Bruce W. Duncan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carol B. Einiger	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Diane J. Hoskins	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joel I. Klein	Against
Boston Properties, Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Matthew J. Lustig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Douglas M. Baker, Jr.	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Pamela J. Craig	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Thomas H. Glocer	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Patricia F. Russo	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Inge G. Thulin	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kathy J. Warden	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Access to COVID-19 Products	For
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	For
Merck & Co., Inc.	23-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	10. Require Independent Board Chair	For
Shell Plc	23-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Sir Andrew Mackenzie as Director	Against
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	Reporting on Climate Transition Plan	25. Approve the Shell Energy Transition Progress	Against
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	GHG Emissions	26. Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	For
Welltower Inc.	23-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
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Donald E. Brown	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Margaret M. Keane	Against
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Andrea Redmond	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Allstate Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gregg M. Sherrill	Against
The Allstate Corporation	23-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
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Flemming Ornskov	Against
Waters Corporation	23-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Pearl S. Huang	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Anne Lange as Director	Against
Orange SA	23-May-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Anne-Gabrielle Heilbronner as Director	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Bader M. Alsaad	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William E. Ford	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Fabrizio Freda	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Murry S. Gerber	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Cheryl D. Mills	Against
BlackRock, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gordon M. Nixon	Against
BlackRock, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Ability to Engineer Decarbonization in the Real Economy	For
BlackRock, Inc.	24-May-23	USA	S	Social - Weapons	Weapons - Related	7. Report on Societal Impacts of Aerospace & Defense Industry ETF	For
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Eric K. Brandt	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Betsy D. Holden	Against
DENTSPLY SIRONA Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Harry M. Jansen Kraemer, Jr.	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rodney C. Adkins	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jonathan Christodoro	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director David W. Dorman	Against
PayPal Holdings, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Gail J. McGovern	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PayPal Holdings, Inc.	24-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Adopt a Policy on Services in Conflict Zones	For
PayPal Holdings, Inc.	24-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3c. Reelect Anthony Foxx as Non-Executive Director	Against
NXP Semiconductors N.V.	24-May-23	Netherlands	G	Director Election - Director Election	Elect Director	3h. Reelect Gregory Summe as Non-Executive Director	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Janet M. Dolan	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Thomas B. Leonardi	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Clarence Otis, Jr.	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Elizabeth E. Robinson	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Philip T. (Pete) Ruegger, III	Against
The Travelers Companies, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Rafael Santana	Against
The Travelers Companies, Inc.	24-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	For
The Travelers Companies, Inc.	24-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	7. Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	For
The Travelers Companies, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	8. Oversee and Report on a Third-Party Racial Equity Audit	For
The Travelers Companies, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Ensure Policies Do Not Support Police Violations of Civil Rights	For
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Ellen R. Alemany	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Vijay G. D'Silva	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jeffrey A. Goldstein	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Gary L. Lauer	Against
Fidelity National Information Services, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Louise M. Parent	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Terrence R. Curtin	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Alexander M. Cutler	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Eleuthere I. du Pont	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Luther C. Kissam	Against
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Deanna M. Mulligan	Against
DuPont de Nemours, Inc.	24-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
DuPont de Nemours, Inc.	24-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chair	For
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Nelson J. Chai	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director C. Martin Harris	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Alexandra Keith	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lars R. Sorensen	Against
Thermo Fisher Scientific Inc.	24-May-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	4. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Albert S. Baldocchi	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Robin Hickenlooper	Against
Chipotle Mexican Grill, Inc.	25-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt Policy to Not Interfere with Freedom of Association Rights	For
IDEX Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Mark A. Beck	Against
IDEX Corporation	25-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	For
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Lloyd Dean	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Enrique Hernandez, Jr.	Against
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Paul Walsh	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
McDonald's Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Miles White	Against
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	5. Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	For
McDonald's Corporation	25-May-23	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	6. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	9. Report on Lobbying Payments and Policy	For
McDonald's Corporation	25-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	10. Issue Transparency Report on Global Public Policy and Political Influence	For
McDonald's Corporation	25-May-23	USA	S	Social - Animal Welfare	Animal Welfare	11. Report on Animal Welfare	For
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Jocelyn Carter-Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mary J. Steele Guilfoile	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dawn Hudson	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Jonathan F. Miller	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Linda S. Sanford	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director David M. Thomas	Against
The Interpublic Group of Companies, Inc.	25-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.1. Elect Dissident Nominee Director Vincent J. Intrieri	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Dissident)	1.2. Elect Dissident Nominee Director Jesse A. Lynn	Withhold
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.10. Elect Management Nominee Director Francis A. deSouza	For
Illumina, Inc.	25-May-23	USA	G	Director Election - Proxy Contest	Elect Director (Management)	1.11. Elect Management Nominee Director Robert S. Epstein	For
SBA Communications Corporation	25-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Steven E. Bernstein	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl K. Beebe	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Gregory L. Ebel	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Gitzel	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Emery N. Koenig	Against
The Mosaic Company	25-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kelvin R. Westbrook	Against
The Mosaic Company	25-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Reduce Ownership Threshold for Shareholders to Call Special Meeting	For
The Mosaic Company	25-May-23	USA	E	Environmental - Climate	GHG Emissions	7. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For
AEON Co., Ltd.	26-May-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Against
AEON Co., Ltd.	26-May-23	Japan	G	Director Election - Director Election	Elect Director	2.4. Elect Director Tsukamoto, Takashi	Against
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David H. Batchelder	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Laurie Z. Douglas	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Richard W. Dreiling	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Brian C. Rogers	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Bertram L. Scott	Withhold
Lowe's Companies, Inc.	26-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Wanda M. Austin	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John B. Frank	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Alice P. Gast	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Enrique Hernandez, Jr.	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Marillyn A. Hewson	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jon M. Huntsman, Jr.	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles W. Moorman	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Dambisa F. Moyo	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Debra Reed-Klages	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director D. James Umpleby, III	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Cynthia J. Warner	Against
Chevron Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Michael K. (Mike) Wirth	Against
Chevron Corporation	31-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Medium-Term Scope 3 GHG Reduction Target	For
Chevron Corporation	31-May-23	USA	E	Environmental - Other	Report on Environmental Policies	7. Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For
Chevron Corporation	31-May-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Social Impact From Plant Closure or Energy Transition	For
Chevron Corporation	31-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	10. Oversee and Report a Racial Equity Audit	For
Chevron Corporation	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	For
Chevron Corporation	31-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	12. Require Independent Board Chair	For
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James Beer	Withhold
DocuSign, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Cain A. Hayes	Withhold
DocuSign, Inc.	31-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
Dollar General Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Patricia D. Fili-Krushel	Against
Dollar General Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Debra A. Sandler	Against
Dollar General Corporation	31-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ralph E. Santana	Against
Dollar General Corporation	31-May-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on 2025 Cage-Free Egg Goal	For
Dollar General Corporation	31-May-23	USA	S	Social - Health & Safety	Facility Safety	7. Oversee and Report a Workplace Health and Safety Audit	For
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Beverly Anderson	Withhold
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Chelsea Clinton	Withhold
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Barry Diller	Withhold
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Craig Jacobson	Withhold



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Expedia Group, Inc.	31-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Dara Khosrowshahi	Withhold
Expedia Group, Inc.	31-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
Expedia Group, Inc.	31-May-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Scott Sandell	Withhold
Cloudflare, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Michelle Zatlyn	Withhold
Cloudflare, Inc.	01-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
Airbnb, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Nathan Blecharczyk	Withhold
Airbnb, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Alfred Lin	Withhold
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Peter E. Bisson	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Anne Sutherland Fuchs	Against
Gartner, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director William O. Grabe	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Bostrom	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul E. Chamberlain	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anita M. Sands	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
Ulta Beauty, Inc.	01-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify Ernst & Young LLP as Auditors	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Mowi ASA	01-Jun-23	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8. Approve Remuneration of Directors	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Kirk E. Arnold	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary D. Forsee	Against
Trane Technologies Plc	01-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Hudson	Against
Netflix, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jay C. Hoag	Against
Netflix, Inc.	01-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
Netflix, Inc.	01-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Amend Right to Call Special Meeting	For
Netflix, Inc.	01-Jun-23	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Risk in Retirement Plan Options	For
Netflix, Inc.	01-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	8. Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	For
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director James C. Dalton	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Meaghan Lloyd	Withhold
Trimble Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Peek	Withhold
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year
Alphabet Inc.	02-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Alphabet Inc.	02-Jun-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	11. Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Alignment of YouTube Policies With Online Safety Regulations	For
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	17. Adopt Share Retention Policy For Senior Executives	For
Alphabet Inc.	02-Jun-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	18. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
EPAM Systems, Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Ronald Vargo	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy Flynn	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Michele Hooper	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director F. William McNabb, III	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director John Noseworthy	Against
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	5. Report on Third-Party Racial Equity Audit	For
UnitedHealth Group Incorporated	05-Jun-23	USA	S	Social - Political Spending	Political Spending Congruency	6. Report on Congruency of Political Spending with Company Values and Priorities	For
UnitedHealth Group Incorporated	05-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
HubSpot, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Claire Hughes Johnson	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	For
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Risk from Supplier Misclassification of Supplier's Employees	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy for All Employees	For
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Zein Abdalla	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Vinita Bali	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Leo S. Mackay, Jr.	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Stephen J. Rohleder	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Wei Hopeman	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Charles H. Noski	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Thomas E. Rothman	Against
Booking Holdings Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Lynn Vojvodich Radakovich	Against
lululemon athletica inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director David Mussafer	Against
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kenneth J. Bacon	Withhold
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Madeline S. Bell	Withhold
Comcast Corporation	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Jeffrey A. Honickman	Withhold
Comcast Corporation	07-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Oversee and Report on a Racial Equity Audit	For
Comcast Corporation	07-Jun-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Climate Risk in Retirement Plan Options	For
Comcast Corporation	07-Jun-23	USA	E	Environmental - Climate	GHG Emissions	9. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Comcast Corporation	07-Jun-23	USA	S	Social - Political Spending	Political Spending Congruency	10. Report on Congruency of Political Spending with Company Values and Priorities	For
Dollarama Inc.	07-Jun-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	4. SP 1: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	For
Dollarama Inc.	07-Jun-23	Canada	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. SP 2: Report on Third-Party Employment Agencies	For
Dollarama Inc.	07-Jun-23	Canada	E	Environmental - Climate	GHG Emissions	6. SP 3: Adopt Net Zero Targets in Alignment with the Paris Agreement	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director David Hung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Kinyip Gabriel Leung	Against
NovoCure Limited	07-Jun-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Timothy Scannell	Against
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Mario Eduardo Vazquez	Withhold
MercadoLibre, Inc.	07-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Alejandro Nicolas Aguzin	Withhold
MercadoLibre, Inc.	07-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
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Michael R. Klein	Against
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Michael J. Glosserman	Against
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Laura Cox Kaplan	Against
CoStar Group, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Christopher J. Nassetta	Against
CoStar Group, Inc.	08-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
CoStar Group, Inc.	08-Jun-23	USA	E	Environmental - Climate	GHG Emissions	5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Laura Alber	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director John V. Roos	Against
Salesforce, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Robin Washington	Against
Salesforce, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. 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	For
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Dev Ittycheria	Withhold
Datadog, Inc.	08-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Shardul Shah	Withhold
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect as Director Kirk S. Hachigian	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect as Director Steven C. Mizell	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1c. Elect as Director Nicole Parent Haughey	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1d. Elect as Director Lauren B. Peters	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect as Director Dean I. Schaffer	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1h. Elect as Director Dev Vardhan	Against
Allegion Plc	08-Jun-23	Ireland	G	Director Election - Director Election	Elect Director	1i. Elect as Director Martin E. Welch, III	Against
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Toyoda, Tetsuro	Against
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.2. Elect Director Onishi, Akira	Against
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.5. Elect Director Ito, Koichi	Against
Toyota Industries Corp.	09-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	2. Appoint Statutory Auditor Tomozoe, Masanao	Against
Brookfield Corporation	09-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.5. Elect Director Frank J. McKenna	Withhold
Brookfield Corporation	09-Jun-23	Canada	G	Director Election - Director Election	Elect Director	2.7. Elect Director Diana L. Taylor	Withhold
Brookfield Corporation	09-Jun-23	Canada	G	Routine Business - Routine Business	Country-by-Country Tax Reporting	7. SP: Report on Tax Transparency	For
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Joseph L. Goldstein	Against
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Christine A. Poon	Against
Regeneron Pharmaceuticals, Inc.	09-Jun-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	5. Report on Impact of Extended Patent Exclusivities on Product Access	For
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5a. Elect Director Jonathan C. Burrell	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5b. Elect Director Joseph J. Hartnett	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5d. Elect Director Catherine A. Lewis	Against
Garmin Ltd.	09-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5e. Elect Director Charles W. Pepper	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dollar Tree, Inc.	13-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
Dollar Tree, Inc.	13-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Report on Economic and Social Risks of Compensation and Workforce Practices and Any Impact on Diversified Shareholders	For
Block, Inc.	13-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Amy Brooks	Withhold
Block, Inc.	13-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Kelly A. Ayotte	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David L. Calhoun	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Debra L. Reed-Klages	Against
Caterpillar Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Susan C. Schwab	Against
Caterpillar Inc.	14-Jun-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	For
Caterpillar Inc.	14-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Caterpillar Inc.	14-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Due Diligence Process of Doing Business in Conflict Affected Areas	For
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director M. Michele Burns	Withhold
Etsy, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fred Wilson	Withhold
Etsy, Inc.	14-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Commission Independent Review of Effectiveness of Efforts to Prevent Harassment and Discrimination	For
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Douglas M. Baker, Jr.	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director George S. Barrett	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Christine A. Leahy	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Monica C. Lozano	Against
Target Corporation	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Dmitri L. Stockton	Against
Target Corporation	14-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Lewis Chew	Withhold
Arista Networks, Inc.	14-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mark B. Templeton	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Linda Walker Bynoe	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Mary Kay Haben	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Tahsinul Zia Huque	Withhold
Equity Residential	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Mark S. Shapiro	Withhold
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	E	Environmental - Climate	Reporting on Climate Transition Plan	3. Management Advisory Vote on Climate Change	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.1. Elect Director John Baird	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.11. Elect Director Jane L. Peverett	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.12. Elect Director Andrea Robertson	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Director Election - Director Election	Elect Director	4.13. Elect Director Gordon T. Trafton	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Richard Ridinger to the Supervisory Board	Against
Brenntag SE	15-Jun-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.2. Elect Sujatha Chandrasekaran to the Supervisory Board	Against
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Victor K. Lee	Withhold
Monolithic Power Systems, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director James C. Moyer	Withhold
Monolithic Power Systems, Inc.	15-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
Zoom Video Communications, Inc.	15-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director H.R. McMaster	Withhold
Zoom Video Communications, Inc.	15-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
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect John Rishton as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Mary McDowell as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Gill Whitehead as Director	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Louise Smalley as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect David Flaschen as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Joanne Wilson as Director	Against
Informa Plc	15-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Zheng Yin as Director	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 Claure	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Srikant M. Datar	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	1.10. Elect Director Letitia A. Long	Withhold
T-Mobile US, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director G. Michael Sievert	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	Director Election - Director Election	Elect Director	1.13. Elect Director Kelvin R. Westbrook	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
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Ming Hsieh	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director William H. Neukom	Against
Fortinet, Inc.	16-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Judith Sim	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Shona L. Brown	Against
DoorDash, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stanley Tang	Against
General Motors Company	20-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
General Motors Company	20-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	6. Provide Right to Act by Written Consent	For
General Motors Company	20-Jun-23	USA	E	Environmental - Other	Community -Environment Impact	7. Report on Setting Sustainable Sourcing Targets	For
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Michael S. Dell	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director David W. Dorman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Egon Durban	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Ellen J. Kullman	Withhold
Dell Technologies Inc.	20-Jun-23	USA	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Omnibus Stock Plan	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Cheryl W. Grise	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Carla A. Harris	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director R. Glenn Hubbard	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Denise M. Morrison	Against
MetLife, Inc.	20-Jun-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Mark A. Weinberger	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Mary Lynne Hedley	Against
Veeva Systems Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	Against
eBay, Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	5. Amend Omnibus Stock Plan	Against
eBay, Inc.	21-Jun-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Robert Corti	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Barry Meyer	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Activision Blizzard, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Robert Morgado	Against
Activision Blizzard, Inc.	21-Jun-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
Activision Blizzard, Inc.	21-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt Policy on Freedom of Association and Collective Bargaining	For
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Denis J. O'Leary	Withhold
CrowdStrike Holdings, Inc.	21-Jun-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Blake Irving	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Lorrie M. Norrington	Against
Autodesk, Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Stacy J. Smith	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Patricia Morrison	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Dennis L. Via	Against
Splunk Inc.	21-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Luis Visoso	Against
Splunk Inc.	21-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
Splunk Inc.	21-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Christa Davies	Against
Workday, Inc.	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director George J. Still, Jr.	Against
Workday, Inc.	22-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
East Japan Railway Co.	22-Jun-23	Japan	G	Director Election - Director Election	Elect Director	4.3. Elect Director and Audit Committee Member Mori, Kimitaka	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Persis S. Drell	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Harvey C. Jones	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Stephen C. Neal	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Mark L. Perry	Against
NVIDIA Corporation	22-Jun-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Mark A. Stevens	Against
The Kroger Co.	22-Jun-23	USA	S	Social - Health & Safety	Prepare Tobacco-Related Report	5. Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	For
The Kroger Co.	22-Jun-23	USA	E	Environmental - Pollution	Recycling	7. Report on Efforts to Reduce Plastic Use	For
The Kroger Co.	22-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Gender/Racial Pay Gap	For
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect David Atkins as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Kal Atwal as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Horst Baier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Fumbi Chima as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Adam Crozier as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Frank Fiskers as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Richard Gillingwater as Director	Against
Whitbread Plc	22-Jun-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Chris Kennedy as Director	Against
Central Japan Railway Co.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Ishizu, Hajime	Against
Mizuho Financial Group, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.9. Elect Director Imai, Seiji	Against
Mizuho Financial Group, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kihara, Masahiro	Against
Mizuho Financial Group, Inc.	23-Jun-23	Japan	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	2. Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For
Resona Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	1.1. Elect Director Minami, Masahiro	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Okubo, Tetsuo	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sumitomo Mitsui Trust Holdings, Inc.	23-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.10. Elect Director Kawamoto, Hiroko	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Maria C. Freire	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director William A. Hawkins	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Jesus B. Mantas	Against
Biogen Inc.	26-Jun-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Eric K. Rowinsky	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
Tokio Marine Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nagano, Tsuyoshi	Against
Tokio Marine Holdings, Inc.	26-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Komiya, Satoru	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gabrielle Sulzberger	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	For
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1B. Elect Director Robert Ashe	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1D. Elect Director Colleen Johnston	Against
Shopify Inc.	27-Jun-23	Canada	G	Director Election - Director Election	Elect Director	1E. Elect Director Jeremy Levine	Against
Shopify Inc.	27-Jun-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Kyocera Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.1. Elect Director Yamaguchi, Goro	Against
Kyocera Corp.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	3.2. Elect Director Tanimoto, Hideo	Against
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Archana Agrawal	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hope Cochran	Withhold
MongoDB, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Dwight Merriman	Withhold
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jonathan M. Silver	Withhold
Plug Power Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Kyungyeol Song	Withhold
ROHM Co., Ltd.	27-Jun-23	Japan	G	Compensation - Compensation	Performance-Based and/or Time-Based Equity Awards	4. Approve Restricted Stock Plan	For
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Nikkaku, Akihiro	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Oya, Mitsuo	Against
Toray Industries, Inc.	27-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.5. Appoint Statutory Auditor Ogino, Kozo	Against
T&D Holdings, Inc.	28-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Uehara, Hirohisa	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.5. Elect Director Nomoto, Hirofumi	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.11. Elect Director Mike, Kanetsugu	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.12. Elect Director Kamezawa, Hironori	Against
Mitsubishi UFJ Financial Group, Inc.	29-Jun-23	Japan	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	3. Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.1. Elect Director Kunibe, Takeshi	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Ota, Jun	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.8. Elect Director Kawasaki, Yasuyuki	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	G	Director Election - Director Election	Elect Director	2.9. Elect Director Matsumoto, Masayuki	Against
Sumitomo Mitsui Financial Group, Inc.	29-Jun-23	Japan	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	3. Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For
Taiheiyo Cement Corp.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4. Appoint Alternate Statutory Auditor Sada, Akihisa	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Teresa Briggs	Withhold
Snowflake Inc.	05-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Jeremy Burton	Withhold
Snowflake Inc.	05-Jul-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
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Paula Reynolds as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Therese Esperdy as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Earl Shipp as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Silver as Director	Against
National Grid Plc	10-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Tony Wood as Director	Against
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Catherine L. (Katie) Burke	Withhold
Black Knight, Inc.	12-Jul-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director David K. Hunt	Withhold
Black Knight, Inc.	12-Jul-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
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anthony Bates	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Dell	Against
VMware, Inc.	13-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Egon Durban	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	8. Re-elect Alison Brittain as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	10. Re-elect Caroline Donahue as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	11. Re-elect Luiz Fleury as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	12. Re-elect Jonathan Howell as Director	Against
Experian Plc	19-Jul-23	Jersey	G	Director Election - Director Election	Elect Director	14. Re-elect Mike Rogers as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Lady Elish Angiolini as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect John Bason as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Tony Cocker as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Debbie Crosbie as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Helen Mahy as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Sir John Manzoni as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Melanie Smith as Director	Against
SSE Plc	20-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	14. Re-elect Dame Angela Strank as Director	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director W. Roy Dunbar	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Linda P. Mantia	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Maria Martinez	Against
McKesson Corporation	21-Jul-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Kathleen Wilson-Thompson	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1f. Elect Director Joe Kaeser	Against
Linde Plc	24-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1g. Elect Director Victoria E. Ossadnik	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	2. Re-elect Jean-Francois van Boxmeer as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Stephen Carter as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	5. Re-elect Michel Demare as Director	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect David Nish as Director	Against
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Richard T. Carucci	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Alex Cho	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Juliana L. Chugg	Withhold
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director W. Rodney McMullen	Withhold



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VF Corporation	25-Jul-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Clarence Otis, Jr.	Withhold
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director James Shannon	Against
Horizon Therapeutics Public Limited Company	27-Jul-23	Ireland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Rachel A. Gonzalez	Against
Electronic Arts Inc.	10-Aug-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Luis A. Ubinas	Against
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Rick McConnell	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Capone	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Stephen Lifshatz	Withhold
Dynatrace, Inc.	23-Aug-23	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	23-Aug-23	Netherlands	G	Director Election - Director Election	Elect Director	8.2. Reelect Rachel Jafta as Non-Executive Director	Against
Prosus NV	23-Aug-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Josua Malherbe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Nikesh Arora as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Clay Brendish as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Jean-Blaise Eckert as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.7. Reelect Keyu Jin as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.9. Reelect Wendy Luhabe as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Election - Director Election	Elect Director	5.12. Reelect Guillaume Pictet as Director	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Clay Brendish as Member of the Compensation Committee	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Keyu Jin as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Guillaume Pictet as Member of the Compensation Committee	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	10.3. Amend Articles Re: General Meeting	Against
Compagnie Financiere Richemont SA	06-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	4. Re-elect Paul Walker as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Angus Cockburn as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Lucinda Riches as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Tanya Fratto as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Lindsley Ruth as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Jill Easterbrook as Director	Against
Ashtead Group Plc	06-Sep-23	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Renata Ribeiro as Director	Against
NIKE, Inc.	12-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director John Rogers, Jr.	Withhold
NIKE, Inc.	12-Sep-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
NIKE, Inc.	12-Sep-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gap	For
NIKE, Inc.	12-Sep-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.3. Elect Director Randy Fowlie	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.4. Elect Director David Fraser	Against
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.7. Elect Director Ann M. Powell	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Open Text Corporation	14-Sep-23	Canada	G	Director Election - Director Election	Elect Director	1.11. Elect Director Deborah Weinstein	Against
Open Text Corporation	14-Sep-23	Canada	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Executive Compensation Approach	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Anil Arora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas "Tony" K. Brown	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard H. Lenny	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Melissa Lora	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ruth Ann Marshall	Against
Conagra Brands, Inc.	14-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting	For
Novartis AG	15-Sep-23	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Margaret Shan Atkins	Withhold
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Juliana L. Chugg	Withhold
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director William S. Simon	Withhold
Darden Restaurants, Inc.	20-Sep-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Charles M. Sonsteby	Withhold
Darden Restaurants, Inc.	20-Sep-23	USA	E	Environmental - Climate	GHG Emissions	5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For
Darden Restaurants, Inc.	20-Sep-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	6. Report on Risks Due to Restrictions on Reproductive Rights	For
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Marvin R. Ellison	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Stephen E. Gorman	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Susan Patricia Griffith	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Frederick P. Perpall	Against
FedEx Corporation	21-Sep-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director David P. Steiner	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
FedEx Corporation	21-Sep-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
FedEx Corporation	21-Sep-23	USA	G	Compensation - Compensation	Clawback of Incentive Payments	5. Amend Clawback Policy	For
FedEx Corporation	21-Sep-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Just Transition	For
FedEx Corporation	21-Sep-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy	For
FedEx Corporation	21-Sep-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Climate Risk in Retirement Plan Options	For
General Mills, Inc.	26-Sep-23	USA	G	Takeover Related - Takeover - Enhancing	Provide Right to Call Special Meeting	5. Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against
General Mills, Inc.	26-Sep-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	6. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Angela F. Braly	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Joseph Jimenez	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Jon R. Moeller	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Patricia A. Woertz	Against
The Procter & Gamble Company	10-Oct-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For
Commonwealth Bank of Australia	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Rob Whitfield as Director	Against
CSL Limited	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Carolyn Hewson as Director	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Thomas F. Bonadio	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Joseph G. Doody	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Pamela A. Joseph	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Kevin A. Price	Against
Paychex, Inc.	12-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Joseph M. Tucci	Against
Stockland	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Tom Pockett as Director	Against
Stockland	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	4. Elect Andrew Stevens as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1a. Elect Director Craig Arnold	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1b. Elect Director Scott C. Donnelly	Against
Medtronic plc	19-Oct-23	Ireland	G	Director Election - Director Election	Elect Director	1j. Elect Director Denise M. O'Leary	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Mark Birrell as Director	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Patricia Cross as Director	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerald S. Adolph	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director John F. Barrett	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Melanie W. Barstad	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Karen L. Carnahan	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Joseph Scaminace	Against
Cintas Corporation	24-Oct-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald W. Tysoe	Against
Cintas Corporation	24-Oct-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Cintas Corporation	24-Oct-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For
Boral Limited	26-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2.1. Elect Ryan Stokes as Director	Against
Boral Limited	26-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2.2. Elect Robert Sindel as Director	Against
Boral Limited	26-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
BHP Group Limited	01-Nov-23	Australia	G	Director Election - Director Election	Elect Director	6. Elect Ken MacKenzie as Director	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Eric K. Brandt	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Michael R. Cannon	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Bethany J. Mayer	Against
Lam Research Corporation	07-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Abhijit Y. Talwalkar	Against
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Matthew C. Flanigan	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Jacque R. Fiegel	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Laura G. Kelly	Withhold
Jack Henry & Associates, Inc.	14-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Curtis A. Campbell	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-Nov-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
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Oracle Corporation	15-Nov-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Oracle Corporation	15-Nov-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
Mineral Resources Limited	16-Nov-23	Australia	G	Director Election - Director Election	Elect Director	4. Elect Xi Xi as Director	Against
Mineral Resources Limited	16-Nov-23	Australia	G	Director Election - Director Election	Elect Director	5. Elect Kelvin Flynn as Director	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carol Burt	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen Drexler	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard "Rich" Sulpizio	Against
ResMed Inc.	16-Nov-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald "Ron" Taylor	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Daniel J. Brutto	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Larry C. Glasscock	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director John M. Hinshaw	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Alison Kenney Paul	Against
Sysco Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Sheila G. Talton	Against
Sysco Corporation	17-Nov-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
Sysco Corporation	17-Nov-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	For
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Angela Wei Dong	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Fabrizio Freda	Withhold

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Gary M. Lauder	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Jane Lauder	Withhold
The Estee Lauder Companies Inc.	17-Nov-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
Bluescope Steel Limited	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Rebecca Dee-Bradbury as Director	Against
Bluescope Steel Limited	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Jennifer Lambert as Director	Against
Bluescope Steel Limited	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Kathleen Conlon as Director	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Andrew Forrest as Director	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Mark Barnaba as Director	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1a. Elect Director Kelly Baker	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1c. Elect Director Geoff Drabble	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1d. Elect Director Catherine Halligan	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1e. Elect Director Brian May	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Alan Murray	Against
Ferguson Plc	28-Nov-23	Jersey	G	Director Election - Director Election	Elect Director	1i. Elect Director Thomas Schmitt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director Grant H. Hill	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Sarah Hofstetter	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Mary Alice Dorrance Malone	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Kurt T. Schmidt	Against
Campbell Soup Company	29-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Archbold D. van Beuren	Against
Campbell Soup Company	29-Nov-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on 2025 Cage-Free Egg Goal	For



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Campbell Soup Company	29-Nov-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	For
Cisco Systems, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael D. Capellas	Against
Cisco Systems, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Mark Garrett	Against
Cisco Systems, Inc.	06-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director D. Bruce Sewell	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director John F. Sorte	Against
Vail Resorts, Inc.	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Peter A. Vaughn	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Cannon-Brookes	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Scott Farquhar	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Heather M. Fernandez	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Enrique Salem	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. Wong	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Daniel J. Englander	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Thomas N. Tryforos	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Diane M. Morefield	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Cherylyn Harley LeBon	Against
Copart, Inc.	08-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Carl D. Sparks	Against
Copart, Inc.	08-Dec-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
Palo Alto Networks, Inc.	12-Dec-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
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

### Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Westpac Banking Corp.	14-Dec-23	Australia	E	Environmental - Climate	Report on Climate Change	6b. Approve Transition Plan Assessments	For
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect Director	1a. Elect Simon McKeon as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	E	Environmental - Climate	Report on Climate Change	5b. Approve Transition Plan Assessments	For
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Earl G. Graves, Jr.	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Enderson Guimaraes	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director D. Bryan Jordan	Against
AutoZone, Inc.	20-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Jill A. Soltau	Against

### Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Compagnie Generale des Etablissements Michelin SCA	12-May-23	Annual/Special	France	1741124
NICE Ltd. (Israel)	17-Jul-23	Annual	Israel	1769977