

# Board Statistics Report



## Parameters Used:

Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): All institution accounts  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 1/1/24 to 12/31/24

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	101	
Number of meetings voted	89	88.12%
Number of meetings with at least 1 vote Against, Withhold or Abstain	52	51.49%

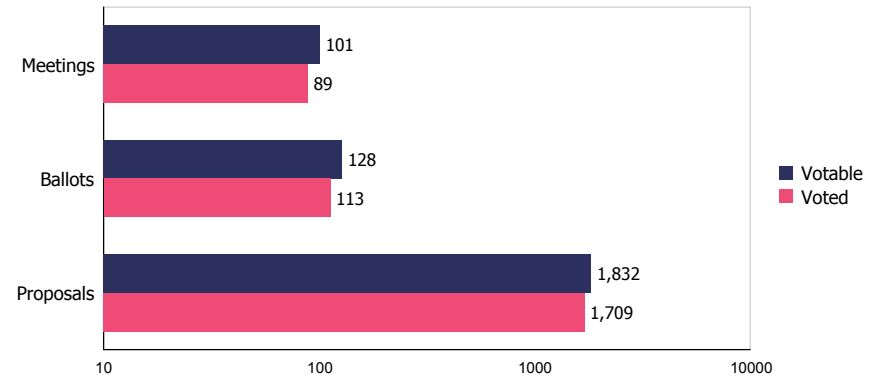
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	128	
Number of ballots voted	113	88.28%

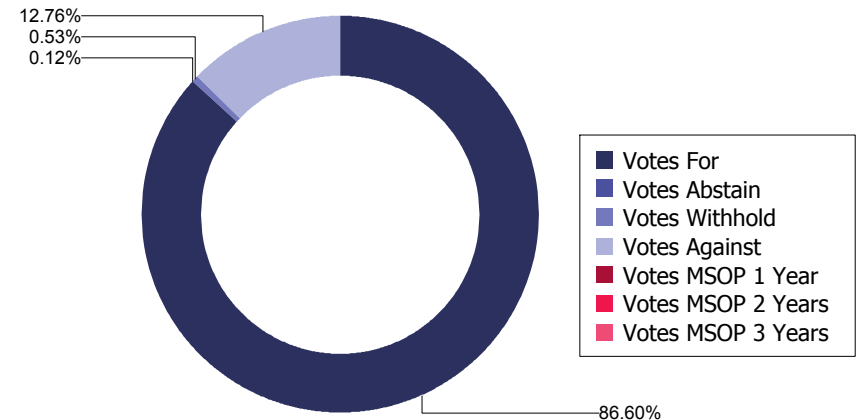
## Proposal Overview

Category	Number	Percentage
Number of votable items	1,832	
Number of items voted	1,709	93.29%
Number of votes FOR	1,480	86.60%
Number of votes AGAINST	218	12.76%
Number of votes ABSTAIN	2	0.12%
Number of votes WITHHOLD	9	0.53%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,709	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,503	87.95%
Number of votes Against Mgmt	206	12.05%
Number of votes on MSOP (exclude frequency)	122	7.14%
Number of votes on Shareholder Proposals	99	5.79%

## Voting Statistics



## Vote Cast Statistics

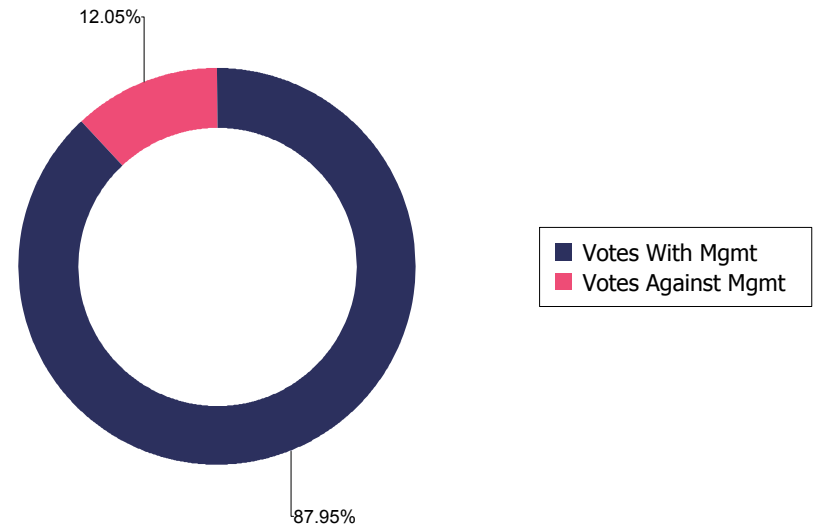


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

### Vote Alignment with Policy

No graphical representation provided.

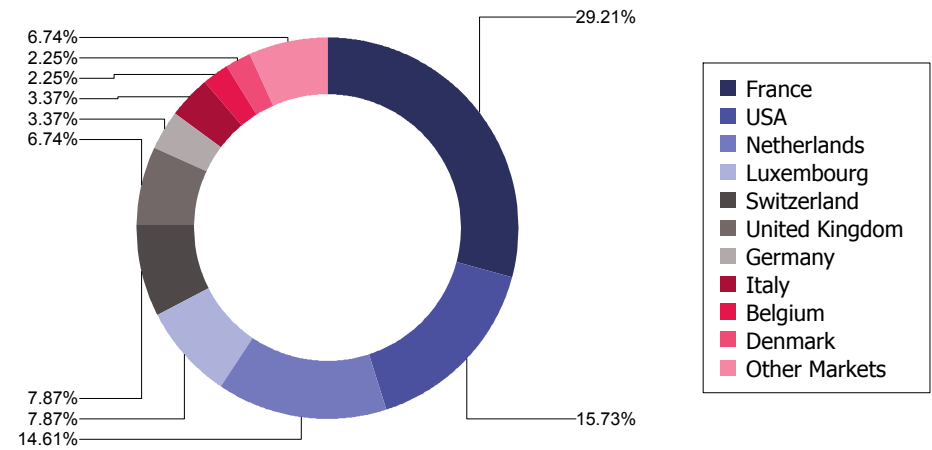
### Vote Alignment with Management



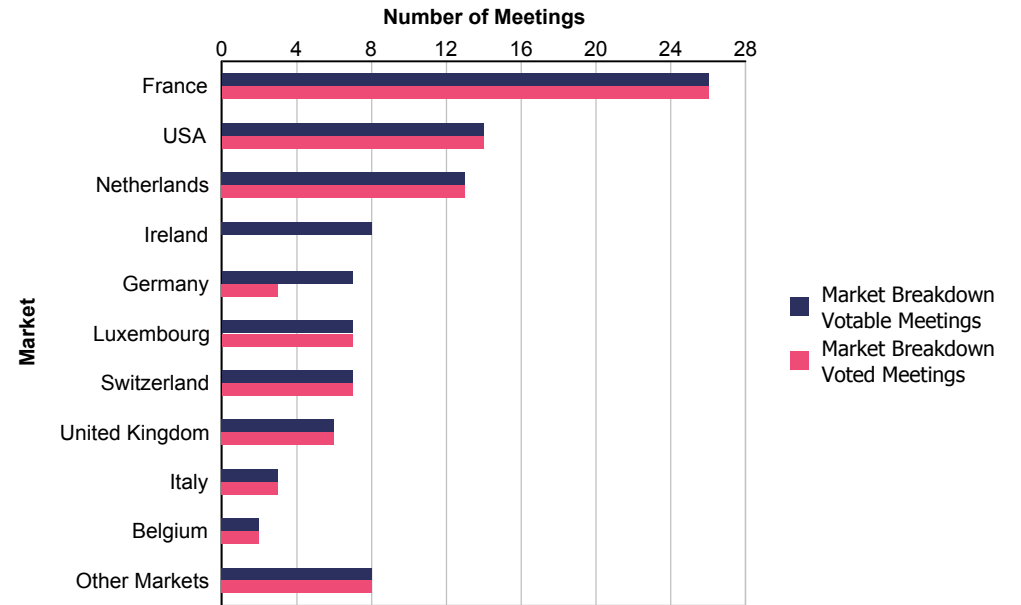
### Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	26	26	100.00%
USA	14	14	100.00%
Netherlands	13	13	100.00%
Ireland	8	0	0.00%
Germany	7	3	42.86%
Luxembourg	7	7	100.00%
Switzerland	7	7	100.00%
United Kingdom	6	6	100.00%
Italy	3	3	100.00%
Belgium	2	2	100.00%
Denmark	2	2	100.00%
Sweden	2	2	100.00%
Finland	1	1	100.00%
Norway	1	1	100.00%
Portugal	1	1	100.00%
Spain	1	1	100.00%

### Meetings Voted by Market



### Market Voting Statistics



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEOs	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	09-Jan-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Against
Apple Inc.	28-Feb-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Apple Inc.	28-Feb-24	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Standards and Procedures to Curate App Content	Against
Apple Inc.	28-Feb-24	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.d. Reelect Antti Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.f. Reelect Jussi Herlin as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kone Oyj	29-Feb-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Shares and Options without Preemptive Rights	Against
Novartis AG	05-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
EDP-Energias de Portugal SA	10-Apr-24	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.f. Reelect Johan Menckel as Director	Against
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.i. Reelect Sebastian Tham as Director	Against
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.j. Reelect Marcus Wallenberg as Director	Against
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.k. Reelect Joakim Westh as Director	Against
Saab AB	11-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.l. Reelect Marcus Wallenberg as Board Chair	Against
Saab AB	11-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14.a. Approve 2025 Share Matching Plan for All Employees; Approve 2025 Performance Share Program for Key Employees; Approve Special Projects 2025 Incentive Plan	Against
Saab AB	11-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.b. Approve Equity Plan Financing	Against
Saab AB	11-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	14.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Marco Gadola 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
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Adobe Inc.	17-Apr-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against
Adobe Inc.	17-Apr-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Hiring of Persons with Arrest or Incarceration Records	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.c. Reelect Piero Ferrari as Non-Executive Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Elect Alexandre Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Elect Frederic Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prismian SpA	18-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Nestle SA	18-Apr-24	Switzerland	E, S	E&S Blended - Sustainability	Sustainability Activities and Action	7. Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	Against
Nestle SA	18-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Olivier Eugene as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	D. Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	Against
AXA SA	23-Apr-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	E. Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	Against
Johnson & Johnson	25-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Gender-Based Compensation and Benefits Inequities	Against
BE Semiconductor Industries NV	25-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Claire Leost, Management Board Member	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
Hermes International SCA	30-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	30-Apr-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Reelect Blaise Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. 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
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	11. Elect Francesco Milleri as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Approve Restricted Share Plan	Against
Eli Lilly and Company	06-May-24	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	Against
Eli Lilly and Company	06-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	9. Adopt a Comprehensive Human Rights Policy	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Lonza Group AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Thierry Schwob as Representative of Employee Shareholders to the Board	Against
BNP Paribas SA	14-May-24	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	Against
Neoen SA	14-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Simon Veyrat as Director	Against
Neoen SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	14-May-24	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 90 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Euronext NV	15-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.c. Approve Remuneration Report	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	13. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 157,650,000	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	15. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Thales SA	15-May-24	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	17. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 14-15	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	18. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	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.	21-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	6. Report on Impacts of JPMC's Climate Transition Policies	Against
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	8. Review Proxy Voting Record and Policies Related to Climate Change and Diversity	Against
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Operations in High Risk Countries	9. Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	Against
JPMorgan Chase & Co.	21-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	11. Report on Civil Rights and Non-Discrimination Audit	Against
Sopra Steria Group SA	21-May-24	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2. Approve Discharge of Directors	Against
Amazon.com, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	4. Establish a Public Policy Committee	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	5. Establish a Board Committee on Corporate Financial Sustainability	Against
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Customer Due Diligence	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Viewpoint Discrimination	Against
Amazon.com, Inc.	22-May-24	USA	E	Environmental - Climate	GHG Emissions	13. Disclose All Material Scope 3 GHG Emissions	Against
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	14. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	15. Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	16. Establish a Board Committee on Artificial Intelligence	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy 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
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Leonardo SpA	24-May-24	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	1g. Amend Company Bylaws Re: Article 18.4	Against
Leonardo SpA	24-May-24	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
TotalEnergies SE	24-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Patrick Pouyanne as Director	Against
Exxon Mobil Corporation	29-May-24	USA	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	4. Revisit Executive Pay Incentives for GHG Emission Reductions	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Exxon Mobil Corporation	29-May-24	USA	E, S	E&S Blended - Climate	Report on "Just Transition"	7. Report on Social Impact from Plant Closure or Energy Transition	Against
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Human Rights Risks in Non-US Markets	Against
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against
Meta Platforms, Inc.	29-May-24	USA	S	Social - Political Spending	Political Activities and Action	13. Report on Political Advertising and Election Cycle Enhanced Actions	Against
Publicis Groupe SA	29-May-24	France	G	Director Election - Director Election	Elect Director	30. Elect Arthur Sadoun as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	15. Reelect Luc Poyer as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	16. Reelect Bpifrance Investissement as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	17. Reelect EDF Pulse Holding SAS as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	20. Elect Chart International Holdings Inc as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	21. Elect Regis Combaluzier 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
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	26. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.5 Million	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	27. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 700,000	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	28. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 700,000	Against
McPhy Energy SA	30-May-24	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	32. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	33. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 26 to 29	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	36. Authorize Capital Increase of Up to EUR 700,000 for Future Exchange Offers	Against
D'Ieteren Group	30-May-24	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
D'Ieteren Group	30-May-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	30-May-24	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1.3. Amend Article 8bis of the Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	2. Approve Coordination of Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	3. Authorize Implementation of Approved Resolutions	Against
D'Ieteren Group	30-May-24	Belgium	G	Director Election - Director Election	Elect Director	5. Reelect Nicolas D'Ieteren as Director	Against
Booking Holdings Inc.	04-Jun-24	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	5. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	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.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	07-Jun-24	USA	S, G	Compensation - Compensation	Company-Specific- -Compensation-Related	3. Amend Bylaw regarding Stockholder Approval of Director Compensation	Against
Alphabet Inc.	07-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Alphabet Inc.	07-Jun-24	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Electromagnetic Radiation and Wireless Technologies Risks	Against
Alphabet Inc.	07-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	Against
Alphabet Inc.	07-Jun-24	USA	E	Environmental - Climate	Report on Climate Change	7. Report on Climate Risk in Retirement Plan Options	Against
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Reproductive Healthcare Misinformation Risks	Against
Alphabet Inc.	07-Jun-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific- -Governance-Related	11. Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Routine Business - Routine Business	Change Location of Registered Office/Headquarters	1. Amend Article 4 Re: Change of Location of Registered Office	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Amend Article 7 Re: Sub-Funds	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	3. Amend Article 8 Re: Classes of Shares	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	4. Amend Article 9 Re: Bearer Shares	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Article 11 Re: Reference to Definition of "U.S. Person" in Prospectus	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6. Amend Article 12 Re: Discounts to Reflect True Value of Certain Financials	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	7. Amend Article 13 Re: Postponement of Acceptance of Subscription, Redemption Requests and Redemption or Conversion of Share Classes	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	8. Amend Article 15 Re: Convening of General Meeting of Shareholders	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9. Amend Article 16 Re: Conditions Under Which the General Meeting of Shareholders Shall be Held	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Amend Article 18 Re: Representation of Shareholders During a General Meeting, Requirement of an Attendance List and Voting Rights	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Amend Article 19 Re: Requirements Under Which a General Meeting of Shareholders Shall be Convened	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	12. Amend Article 21 Re: Duration of Functions of Directors and Power of General Meeting	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	13. Amend Article 22 Re: Board Chairman and Committees	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	14. Amend Article 23 Re: Optionality of Appointment of Board Chairman	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	15. Amend Article 24 Re: Extension of Scope of Persons who can Validly Sign the Minutes of Board Meetings	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Article 25 Re: Extension of Scope of Persons Whose Signatures can Bind the Company Vis-a-vis Third Persons	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Article 26 Re: Investment in Different Transferrable Securities and Money Market Instruments	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	18. Amend Article 27 Re: Conflicts of Interest of Directors	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Routine Business - Routine Business	Change Fiscal Year End	19. Amend Article 31 Re: Change of Fiscal Year End	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	20. Amend Article 32 Re: Removal of Possibility for Unclaimed Declared Dividends to Lapse and Revert to the Relevant Sub-Fund or Class	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	21. Amend Article 34 Re: Conditions Under Which Sub-Funds and/or Classes can be Liquidated	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	22. Amend Article 36 Re: Division of Classes of Shares	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	23. Amend Article 37 Re: Amalgamation of Classes	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	24. Approve General Amendment of Articles to Correct Typographical Errors and to Align with Definitions Across Various Articles	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James Murdoch	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Ratify Performance Based Stock Options to Elon Musk	Against
Tesla, Inc.	13-Jun-24	USA	E, S	E&S Blended - Health & Safety	Product Toxicity and Safety	10. Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against
Tesla, Inc.	13-Jun-24	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	11. Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	Against
Tesla, Inc.	13-Jun-24	USA	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	12. Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Elect BPIFRANCE INVESTISSEMENT as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Christine Anglade as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Claude Ehlinger as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Salesforce, Inc.	27-Jun-24	USA	G	Director Related - Board Related	Require Independent Board Chair	6. Require Independent Board Chair	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Salesforce, Inc.	27-Jun-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Report on Viewpoint Discrimination	Against
Logitech International S.A.	04-Sep-24	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	8B. Elect Guy Gecht as Board Chair	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Reelect Anton Rupert as Director	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Director Election - Director Election	Elect Director	5.17. Elect Gary Saage as Director	Against
Compagnie Financiere Richemont SA	11-Sep-24	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 17.4 Million	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Reply SpA	17-Sep-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Articles of Association Re: Article 12	Against
Reply SpA	17-Sep-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	2. Amend Articles of Association Re: Enhancement of the Increased Voting Rights Mechanism	Against
Reply SpA	17-Sep-24	Italy	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	Against
MULTI UNITS LUXEMBOURG - Amundi MSCI China ESG Leaders Extra UCITS ETF	23-Sep-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	1. Amend Article 12 Re: Allow the Board to Adopt Swing-Pricing or Other Antidilution Mechanisms	Against
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	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	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director William G. Parrett	Withhold
Oracle Corporation	14-Nov-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	14-Nov-24	USA	E	Environmental - Climate	Report on Climate Change	4. Report on Climate Risk in Retirement Plan Options	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Weapons	Weapons - Related	4. Report on Risks of Weapons Development	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Assess and Report on Investing in Bitcoin	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Risks Related to AI Generated Misinformation and Disinformation	Against

**Analysis of Votes Against Policy**

There are no votes against policy.

**Analysis of Votes Against Management**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman of the Management Board	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEOs	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Gigou, Chairman of the Management Board	Against
Trigano SA	09-Jan-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Michel Freiche, CEO	Against
Trigano SA	09-Jan-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	15. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Against
Apple Inc.	28-Feb-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	28-Feb-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Use of Artificial Intelligence	For
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	29-Feb-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.d. Reelect Antti Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Director Election - Director Election	Elect Director	14.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	29-Feb-24	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Shares and Options without Preemptive Rights	Against
Novartis AG	05-Mar-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.2. Reelect Henrik Poulsen (Vice Chair) as Director	Abstain
Novo Nordisk A/S	21-Mar-24	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
EDP-Energias de Portugal SA	10-Apr-24	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
AstraZeneca PLC	11-Apr-24	United Kingdom	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	8. Amend Performance Share Plan 2020	Against
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.f. Reelect Johan Menckel as Director	Against
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.i. Reelect Sebastian Tham as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.j. Reelect Marcus Wallenberg as Director	Against
Saab AB	11-Apr-24	Sweden	G	Director Election - Director Election	Elect Director	11.k. Reelect Joakim Westh as Director	Against
Saab AB	11-Apr-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.l. Reelect Marcus Wallenberg as Board Chair	Against
Saab AB	11-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14.a. Approve 2025 Share Matching Plan for All Employees; Approve 2025 Performance Share Program for Key Employees; Approve Special Projects 2025 Incentive Plan	Against
Saab AB	11-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.b. Approve Equity Plan Financing	Against
Saab AB	11-Apr-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	14.c. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Marco Gadola as Director	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
Straumann Holding AG	12-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.a. Reelect John Elkann as Executive Director	Against
Ferrari NV	17-Apr-24	Netherlands	G	Director Election - Director Election	Elect Director	3.c. Reelect Piero Ferrari as Non-Executive Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Antoine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	7. Elect Alexandre Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Director Election - Director Election	Elect Director	8. Elect Frederic Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
BE Semiconductor Industries NV	25-Apr-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	29-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
Hermes International SCA	30-Apr-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	30-Apr-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Hermes International SCA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Reelect Blaise Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-Apr-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-Apr-24	France	G	Director Election - Director Election	Elect Director	11. Elect Francesco Milleri as Director	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Against
Smith & Nephew plc	01-May-24	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Approve Restricted Share Plan	Against
Eli Lilly and Company	06-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Eli Lilly and Company	06-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Lonza Group AG	08-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Neoen SA	14-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Simon Veyrat as Director	Against
Neoen SA	14-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Vice-CEO	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neoen SA	14-May-24	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 90 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 65 Million	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Neoen SA	14-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Euronext NV	15-May-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.c. Approve Remuneration Report	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	13. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 157,650,000	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	15. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Thales SA	15-May-24	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	17. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 14-15	Against
Thales SA	15-May-24	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	18. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	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.	21-May-24	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
JPMorgan Chase & Co.	21-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	7. Report on Respecting Indigenous Peoples' Rights	For
JPMorgan Chase & Co.	21-May-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	10. Submit Severance Agreement to Shareholder Vote	For
Sopra Steria Group SA	21-May-24	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2. Approve Discharge of Directors	Against
Amazon.com, Inc.	22-May-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	22-May-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Amazon.com, Inc.	22-May-24	USA	E, S	E&S Blended - Climate	Report on "Just Transition"	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For
Amazon.com, Inc.	22-May-24	USA	E	Environmental - Pollution	Recycling	11. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	12. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For
Amazon.com, Inc.	22-May-24	USA	S	Social - Health & Safety	Facility Safety	17. Commission a Third Party Audit on Working Conditions	For
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Leonardo SpA	24-May-24	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	1g. Amend Company Bylaws Re: Article 18.4	Against
TotalEnergies SE	24-May-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Patrick Pouyanne as Director	Against
Exxon Mobil Corporation	29-May-24	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Median Gender/Racial Pay Gaps	For
Exxon Mobil Corporation	29-May-24	USA	E	Environmental - Pollution	Recycling	6. Report on Reduced Plastics Demand Impact on Financial Assumptions	For
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Peggy Alford	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Marc L. Andreessen	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Andrew W. Houston	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Tony Xu	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Mark Zuckerberg	Withhold
Meta Platforms, Inc.	29-May-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Limit the Liability of Officers	Against
Meta Platforms, Inc.	29-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Meta Platforms, Inc.	29-May-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Generative AI Misinformation and Disinformation Risks	For
Meta Platforms, Inc.	29-May-24	USA	G	Corporate Governance - Shareholder Rights	Proxy Voting Disclosure	7. Disclosure of Voting Results Based on Class of Shares	For

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Meta Platforms, Inc.	29-May-24	USA	E, S, G	Miscellaneous - Miscellaneous	Company-Specific-Governance-Related	9. Amend Corporate Governance Guidelines	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Human Rights Impact Assessment of Targeted Advertising	For
Meta Platforms, Inc.	29-May-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	For
Meta Platforms, Inc.	29-May-24	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	14. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Publicis Groupe SA	29-May-24	France	G	Director Election - Director Election	Elect Director	30. Elect Arthur Sadoun as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	15. Reelect Luc Poyer as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	16. Reelect Bpifrance Investissement as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	17. Reelect EDF Pulse Holding SAS as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	20. Elect Chart International Holdings Inc as Director	Against
McPhy Energy SA	30-May-24	France	G	Director Election - Director Election	Elect Director	21. Elect Regis Combaluzier as Director	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	26. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.5 Million	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	27. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 700,000	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	28. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 700,000	Against
McPhy Energy SA	30-May-24	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	32. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	33. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 26 to 29	Against
McPhy Energy SA	30-May-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	36. Authorize Capital Increase of Up to EUR 700,000 for Future Exchange Offers	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	30-May-24	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
D'Ieteren Group	30-May-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	30-May-24	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1.3. Amend Article 8bis of the Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	2. Approve Coordination of Articles of Association	Against
D'Ieteren Group	30-May-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	3. Authorize Implementation of Approved Resolutions	Against
D'Ieteren Group	30-May-24	Belgium	G	Director Election - Director Election	Elect Director	5. Reelect Nicolas D'Ieteren as Director	Against
Booking Holdings Inc.	04-Jun-24	USA	G	Compensation - Compensation	Clawback of Incentive Payments	4. Amend Clawback Policy	For
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director K. Ram Shriram	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Robin L. Washington	Against
Alphabet Inc.	07-Jun-24	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For
Alphabet Inc.	07-Jun-24	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	9. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Human Rights	Human Rights Risk Assessment	13. Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	For
Alphabet Inc.	07-Jun-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	14. Adopt Targets Evaluating YouTube Child Safety Policies	For
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Routine Business - Routine Business	Change Location of Registered Office/Headquarters	1. Amend Article 4 Re: Change of Location of Registered Office	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Amend Article 7 Re: Sub-Funds	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	3. Amend Article 8 Re: Classes of Shares	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	4. Amend Article 9 Re: Bearer Shares	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Amend Article 11 Re: Reference to Definition of "U.S. Person" in Prospectus	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6. Amend Article 12 Re: Discounts to Reflect True Value of Certain Financials	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	7. Amend Article 13 Re: Postponement of Acceptance of Subscription, Redemption Requests and Redemption or Conversion of Share Classes	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	8. Amend Article 15 Re: Convening of General Meeting of Shareholders	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9. Amend Article 16 Re: Conditions Under Which the General Meeting of Shareholders Shall be Held	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	10. Amend Article 18 Re: Representation of Shareholders During a General Meeting, Requirement of an Attendance List and Voting Rights	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	11. Amend Article 19 Re: Requirements Under Which a General Meeting of Shareholders Shall be Convened	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	12. Amend Article 21 Re: Duration of Functions of Directors and Power of General Meeting	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	13. Amend Article 22 Re: Board Chairman and Committees	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	14. Amend Article 23 Re: Optionality of Appointment of Board Chairman	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	15. Amend Article 24 Re: Extension of Scope of Persons who can Validly Sign the Minutes of Board Meetings	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Article 25 Re: Extension of Scope of Persons Whose Signatures can Bind the Company Vis-a-vis Third Persons	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Article 26 Re: Investment in Different Transferrable Securities and Money Market Instruments	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles Board-Related	18. Amend Article 27 Re: Conflicts of Interest of Directors	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Routine Business - Routine Business	Change Fiscal Year End	19. Amend Article 31 Re: Change of Fiscal Year End	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	20. Amend Article 32 Re: Removal of Possibility for Unclaimed Declared Dividends to Lapse and Revert to the Relevant Sub-Fund or Class	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	21. Amend Article 34 Re: Conditions Under Which Sub-Funds and/or Classes can be Liquidated	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	22. Amend Article 36 Re: Division of Classes of Shares	Against
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	23. Amend Article 37 Re: Amalgamation of Classes	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
MULTI UNITS LUXEMBOURG - Lyxor MSCI China ESG Leaders Extra (DR) UCITS ETF	13-Jun-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Routine	24. Approve General Amendment of Articles to Correct Typographical Errors and to Align with Definitions Across Various Articles	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director James Murdoch	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Tesla, Inc.	13-Jun-24	USA	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	4. Ratify Performance Based Stock Options to Elon Musk	Against
Tesla, Inc.	13-Jun-24	USA	G	Director Related - Board Related	Declassify the Board of Directors	6. Declassify the Board of Directors	For
Tesla, Inc.	13-Jun-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	7. Adopt Simple Majority Vote	For
Tesla, Inc.	13-Jun-24	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Harassment and Discrimination Prevention Efforts	For
Tesla, Inc.	13-Jun-24	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	9. Adopt a Non-Interference Policy Respecting Freedom of Association	For
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Elect BPIFRANCE INVESTISSEMENT as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Christine Anglade as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Claude Ehlinger as Director	Against
Salesforce, Inc.	27-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Johann Rupert as Director and Board Chair	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Director Election - Director Election	Elect Director	5.13. Reelect Anton Rupert as Director	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Director Election - Director Election	Elect Director	5.17. Elect Gary Saage as Director	Against
Compagnie Financiere Richemont SA	11-Sep-24	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 17.4 Million	Against
Compagnie Financiere Richemont SA	11-Sep-24	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Reply SpA	17-Sep-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Articles of Association Re: Article 12	Against
Reply SpA	17-Sep-24	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	2. Amend Articles of Association Re: Enhancement of the Increased Voting Rights Mechanism	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Reply SpA	17-Sep-24	Italy	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	Against
MULTI UNITS LUXEMBOURG - Amundi MSCI China ESG Leaders Extra UCITS ETF	23-Sep-24	Luxembourg	G	Company Articles - Article Amendments	Amend Articles/Charter Equity-Related	1. Amend Article 12 Re: Allow the Board to Adopt Swing-Pricing or Other Antidilution Mechanisms	Against
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	14-Nov-24	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director William G. Parrett	Withhold
Oracle Corporation	14-Nov-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on AI Data Sourcing Accountability	For

## Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Allianz SE	08-May-24	Annual	Germany	1820342
Deutsche Telekom AG	10-Apr-24	Annual	Germany	1820343
Rheinmetall AG	14-May-24	Annual	Germany	1821469
Nemetschek SE	23-May-24	Annual	Germany	1821480
iShares II plc - iShares \$ Corp Bond ESG UCITS ETF	19-Apr-24	Annual	Ireland	1822681
iShares II Public Limited Company - iShares Core EURO STOXX 50 UCITS ETF EUR (Di	19-Apr-24	Annual	Ireland	1822694
iShares II plc - iShares Corp Bond ESG UCITS ETF	19-Apr-24	Annual	Ireland	1822709
iShares II plc - iShares Global Clean Energy UCITS ETF	19-Apr-24	Annual	Ireland	1822714
iShares II plc - iShares Global Water UCITS ETF	19-Apr-24	Annual	Ireland	1822717
Linde Plc	30-Jul-24	Annual	Ireland	1860766



**Unvoted Meetings (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Meeting Type</b>	<b>Market</b>	<b>Meeting ID</b>
iShares III plc - iShares Core MSCI Japan IMI UCITS ETF	27-Aug-24	Special	Ireland	1885756
iShares III Public Limited Company - iShares MSCI Emerging Markets UCITS ETF (Ac	27-Aug-24	Special	Ireland	1885781