Board Statistics Report

Parameters Used:

Location(s): All locations
Account Group(s): All account groups
Institution Account(s): All institution accounts
Custodian Account(s): EdR SICAV - Tech Impact
Reporting Period: 1/1/24 to 12/31/24

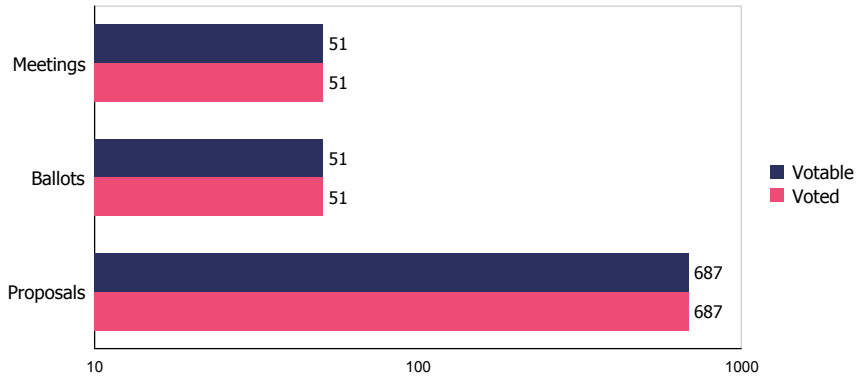
Meeting Overview

Category	Number	Percentage
Number of votable meetings	51	
Number of meetings voted	51	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	43	84.31%

Ballot Overview

Category	Number	Percentage
Number of votable ballots	51	
Number of ballots voted	51	100.00%

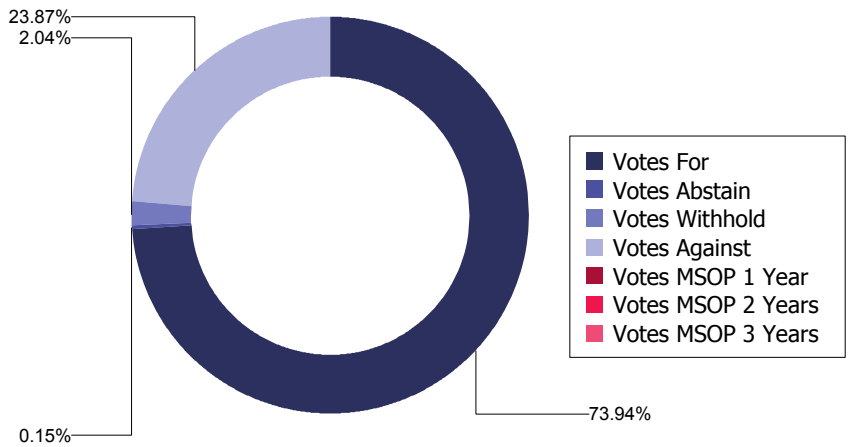
Voting Statistics



Proposal Overview

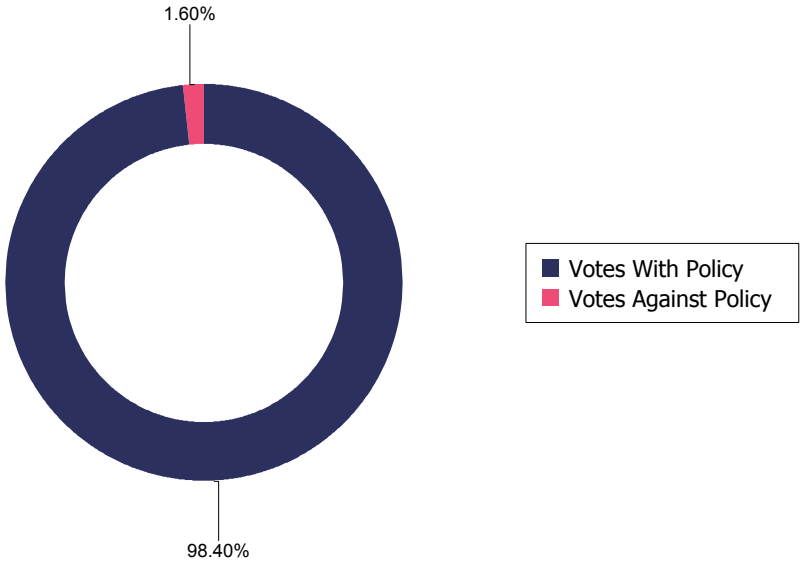
Category	Number	Percentage
Number of votable items	687	
Number of items voted	687	100.00%
Number of votes FOR	508	73.94%
Number of votes AGAINST	164	23.87%
Number of votes ABSTAIN	1	0.15%
Number of votes WITHHOLD	14	2.04%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	676	98.40%
Number of votes Against Policy	11	1.60%
Number of votes With Mgmt	513	74.67%
Number of votes Against Mgmt	174	25.33%
Number of votes on MSOP (exclude frequency)	42	6.11%
Number of votes on Shareholder Proposals	23	3.35%

Vote Cast Statistics

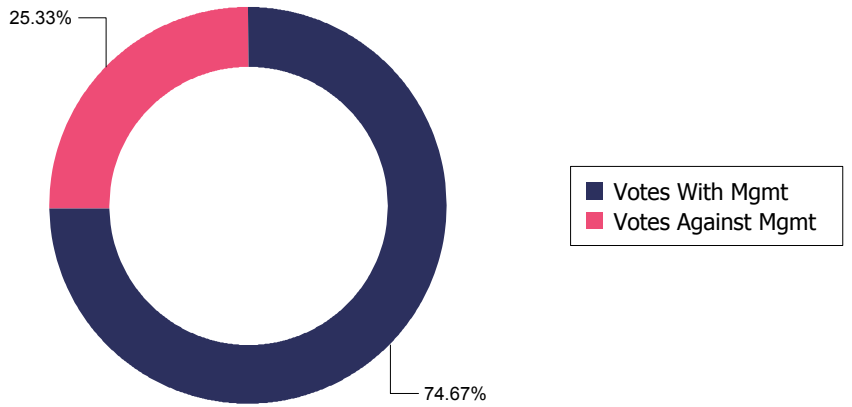


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.
For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy



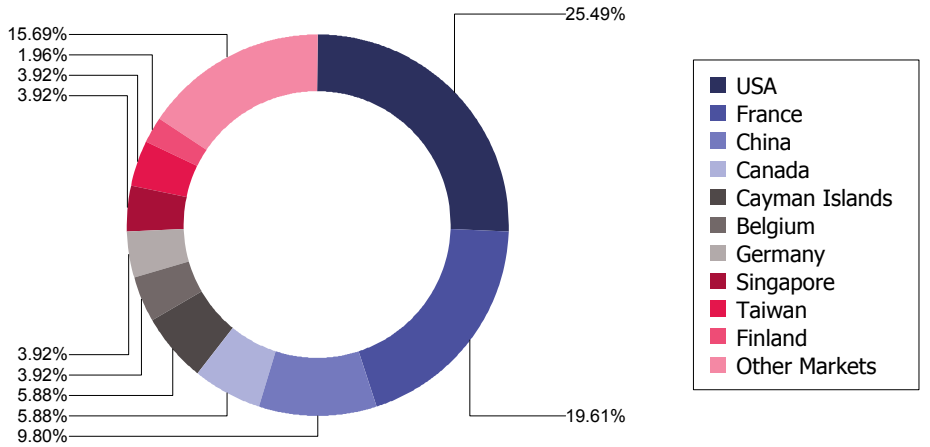
Vote Alignment with Management



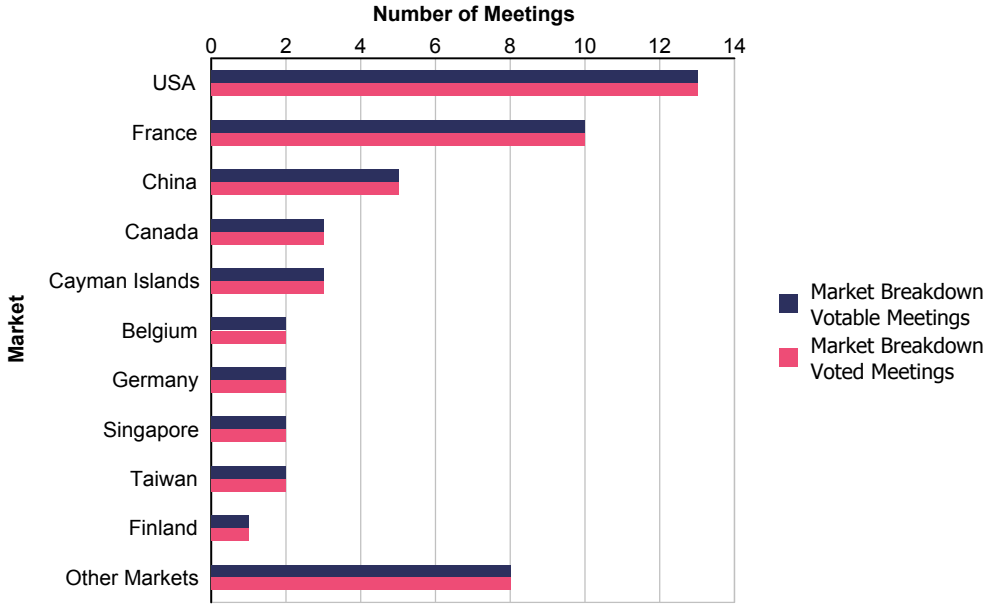
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	13	13	100.00%
France	10	10	100.00%
China	5	5	100.00%
Canada	3	3	100.00%
Cayman Islands	3	3	100.00%
Belgium	2	2	100.00%
Germany	2	2	100.00%
Singapore	2	2	100.00%
Taiwan	2	2	100.00%
Finland	1	1	100.00%
Italy	1	1	100.00%
Luxembourg	1	1	100.00%
Netherlands	1	1	100.00%
South Korea	1	1	100.00%
Spain	1	1	100.00%
Sweden	1	1	100.00%
Switzerland	1	1	100.00%
United Kingdom	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
Visa Inc.	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lloyd A. Carney	Against
Visa Inc.	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John F. Lundgren	Against
Visa Inc.	23-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify KPMG LLP as Auditors	Against
Visa Inc.	23-Jan-24	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
GoerTek Inc.	01-Feb-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	1. Amend Working System for Independent Directors	Against
GoerTek Inc.	01-Feb-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Amend Management System of Raised Funds	Against
Aramis Group SAS	09-Feb-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aramis Group SAS	09-Feb-24	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	12. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against
Aramis Group SAS	09-Feb-24	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	15. Approve Issuance of 410,000 Warrants (BSA 2024) Reserved for Specific Beneficiaries	Against
Aramis Group SAS	09-Feb-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
KEPPEL DC REIT	17-Apr-24	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Chua Soon Ghee as Director	Against
KEPPEL DC REIT	17-Apr-24	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against
Prysmian SpA	18-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	5.2. Slate 2 Submitted by Institutional Investors (Assogestioni)	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John T. Casteen, III	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Viet D. Dinh	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Benjamin E. Sasse	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert S. Silberman	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director G. Thomas Waite, III	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Strategic Education, Inc.	24-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
X-FAB Silicon Foundries SE	25-Apr-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
X-FAB Silicon Foundries SE	25-Apr-24	Belgium	G	Audit Related - Auditor Related	Ratify Auditors	8. Ratify KPMG, Permanently Represented by Herwig Carmans and Mike Boonen, as Auditors	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tom Killalea	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Madhu Ranganathan	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Charles St Leger Searle as Director	Against
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	4. Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Against
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy for the Management Board	Against
Cint Group AB	15-May-24	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	10.2. Approve Remuneration of Auditors	Against
Cint Group AB	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Patrick Comer as Director	Against
Cint Group AB	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.3. Reelect Anna Belfrage as Director	Against
Cint Group AB	15-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.7. Reelect Patrick Comer as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cint Group AB	15-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Cint Group AB	15-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Cint Group AB	15-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14.a. Approve Performance Program LTIP 2024 for Key Employees	Against
Cint Group AB	15-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.b. Approve Equity Plan Financing	Against
Cint Group AB	15-May-24	Sweden	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Gerhard Oswald to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Pekka Ala-Pietilae to the Supervisory Board	Against
Thales SA	15-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Thales SA	15-May-24	France	G	Director Election - Director Election	Elect Director	23. Elect Ruby McGregor-Smith as Director	Against
Mersen SA	16-May-24	France	G	Director Election - Director Election	Elect Director	6. Ratify Appointment of Jocelyne Vassoille as Director Following Resignation of Carolle Foissaud	Against
Mersen SA	16-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Jocelyne Vassoille as Director	Against
Mersen SA	16-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 9.5 Million	Against
Mersen SA	16-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.8 Million	Against
Mersen SA	16-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 21	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	12. Approve Amendments to Articles of Association	Against
GoerTek Inc.	21-May-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	13. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
GoerTek Inc.	21-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	14. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15. Amend Decision-making System for Related-Party Transaction	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend System for Providing External Guarantees	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	17. Amend External Financial Assistance Management System	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	18. Amend Securities Investment and Derivatives Trading Management System	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sopra Steria Group SA	21-May-24	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	2. Approve Discharge of Directors	Abstain
Sopra Steria Group SA	21-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Cyril Malarge, CEO	Against
Sopra Steria Group SA	21-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of CEO	Against
Sopra Steria Group SA	21-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Pierre Pasquier as Director	Against
Sopra Steria Group SA	21-May-24	France	G	Director Election - Director Election	Elect Director	14. Reelect Sopra GMT as Director	Against
Sopra Steria Group SA	21-May-24	France	G	Director Election - Director Election	Elect Director	15. Reelect Eric Hayat as Director	Against
Sopra Steria Group SA	21-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital	Against
Sopra Steria Group SA	21-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Against
Sopra Steria Group SA	21-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	25. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Sopra Steria Group SA	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	26. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Sopra Steria Group SA	21-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	30. Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Sopra Steria Group SA	21-May-24	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	33. Amend Article 15 of Bylaws Re: Age Limit of Chairman of the Board	Against
ICAPE Holding SA	22-May-24	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	6. Approve Severance Agreement with Yann Duigou	Against
ICAPE Holding SA	22-May-24	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	7. Approve Severance Agreement with Christelle Bonnevie	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ICAPE Holding SA	22-May-24	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12. Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Against
ICAPE Holding SA	22-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
ICAPE Holding SA	22-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve New Unvested Stock Award Plan for Management and Key Employees	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	20. Elect Pascal Daloz to Supervisory Board	Against
Manhattan Associates, Inc.	23-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
MediaTek, Inc.	27-May-24	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Issuance of Restricted Stocks	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Issuance of Restricted Stocks	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.3. Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Withhold
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.4. Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Withhold
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.6. Elect Moshe N. Gavrielov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Withhold
Materialise NV	04-Jun-24	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Wilfried Vancraen as Director	Against
Materialise NV	04-Jun-24	Belgium	G	Director Election - Director Election	Elect Director	7.3. Reelect A TRE C CVOA, Permanently Represented by Johan De Lille, as Director	Against
Materialise NV	04-Jun-24	Belgium	G	Director Election - Director Election	Elect Director	7.4. Reelect Hilde Ingelaere as Director	Against
Datadog, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Callahan	Withhold
Procore Technologies, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elisa A. Steele	Withhold
Toast, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deval L. Patrick	Withhold

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Toast, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry Page	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sergey Brin	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Roger W. Ferguson, Jr.	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	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	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
Kinaxis Inc.	07-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Elizabeth (Betsy) Rafael	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Adrian Hennah as Director	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	12. Reappoint Deloitte LLP as Auditors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	13. Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorise Issue of Equity	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Ambarella, Inc.	12-Jun-24	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher B. Paisley	Withhold
Ambarella, Inc.	12-Jun-24	Cayman Islands	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Ambarella, Inc.	12-Jun-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy S. Cabral	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Priscilla Hung	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marshall L. Mohr	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gordon Ritter	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Esker SA	19-Jun-24	France	G	Audit Related - Auditor Related	Ratify Auditors	7. Renew Appointment of Cabinet Deloitte & Associes as Auditor	Against
Esker SA	19-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Against
Esker SA	19-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	13. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.5 Million	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Esker SA	19-Jun-24	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	14. Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 1.5 Million	Against
Esker SA	19-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	15. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Thinkific Labs Inc.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Brandon Nussey	Withhold
Thinkific Labs Inc.	20-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Re-approve Omnibus Incentive Plan	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Troy Cox as Director and Board Chair	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Didier Hirsch as Director	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.1. Approve Remuneration of Directors in the Amount of USD 1.9 Million	Against
SOPHiA GENETICS SA	24-Jun-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 USD 14.5 Million for Fiscal Year 2024	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.4. Approve Variable Remuneration of Executive Committee in the Amount of USD 12.2 Million for Fiscal Year 2023	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.1. Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 3.3 Million with or without Exclusion of Preemptive Rights	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	10.2. Approve Creation of CHF 903,076.40 Pool of Conditional Capital for Employee Equity Participation	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Brooke Seawell	Against
NVIDIA Corporation	26-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Indra Sistemas SA	26-Jun-24	Spain	G	Director Election - Director Election	Elect Director	5.1. Reelect Marc Thomas Murtra Millar 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
Indra Sistemas SA	26-Jun-24	Spain	G	Director Election - Director Election	Elect Director	5.2. Elect Javier Escribano Ruiz as Director	Against
Allegro.eu SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Revised Remuneration Policy	Against
Allegro.eu SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Equasens	27-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Sophie Mayeux as Director	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Thierry Chapusot, Chairman of the Board	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Denis Supplisson, CEO	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Gregoire de Rotalier, Vice-CEO	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Thierry Chapusot, Chairman of the Board	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Denis Supplisson, CEO	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Gregoire de Rotalier, Vice-CEO	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Damien Valicon, Vice-CEO since April 1, 2024	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Directors	Against
Equasens	27-Jun-24	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	18. Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Against
Equasens	27-Jun-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
GoerTek Inc.	15-Jul-24	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adjustment of Matters Relating to the Company's Homeland No. 6 Employee Share Purchase Plan	Against
GoerTek Inc.	15-Jul-24	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adjustment of Matters Relating to the Company's Homeland No. 7 Employee Share Purchase Plan	Against
GoerTek Inc.	15-Jul-24	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Adjustment of Matters Relating to the Stock Option Incentive Plan	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4.1. Approve Omnibus Stock Plan	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4.2. Approve Omnibus Stock Plan	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Director Election - Director Election	Elect Director	5.4. Elect Director Irene Yun-Lien Lee	Against
Doximity, Inc.	29-Aug-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Regina Benjamin	Withhold
Doximity, Inc.	29-Aug-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Phoebe L. Yang	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Director Election - Director Election	Elect Director	2d. Elect Director Christopher L. Fong	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Director Election - Director Election	Elect Director	2f. Elect Director Peter H. Kinash	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Director Election - Director Election	Elect Director	2g. Elect Director Mark R. Miller	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	4. Re-approve Shareholder Rights Plan	Against
NetApp, Inc.	11-Sep-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Anders Gustafsson	Against
NetApp, Inc.	11-Sep-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NetApp, Inc.	11-Sep-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Microsoft Corporation	10-Dec-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh F. Johnston	Against
Microsoft Corporation	10-Dec-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OVH Groupe SAS	15-Feb-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Henryk Klaba as Director	For
OVH Groupe SAS	15-Feb-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of CEO	For
OVH Groupe SAS	15-Feb-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	For
OVH Groupe SAS	15-Feb-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
OVH Groupe SAS	15-Feb-24	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	15. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
OVH Groupe SAS	15-Feb-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	For
OVH Groupe SAS	15-Feb-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OVH Groupe SAS	15-Feb-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	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For
OVH Groupe SAS	15-Feb-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For
OVH Groupe SAS	15-Feb-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For
OVH Groupe SAS	15-Feb-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	25. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Visa Inc.	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Lloyd A. Carney	Against
Visa Inc.	23-Jan-24	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director John F. Lundgren	Against
Visa Inc.	23-Jan-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify KPMG LLP as Auditors	Against
GoerTek Inc.	01-Feb-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	1. Amend Working System for Independent Directors	Against
GoerTek Inc.	01-Feb-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	2. Amend Management System of Raised Funds	Against
Aramis Group SAS	09-Feb-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aramis Group SAS	09-Feb-24	France	G	Capitalization - Capital Structure Related	Approve Reduction in Share Capital	12. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Against
Aramis Group SAS	09-Feb-24	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	15. Approve Issuance of 410,000 Warrants (BSA 2024) Reserved for Specific Beneficiaries	Against
Aramis Group SAS	09-Feb-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
KEPPEL DC REIT	17-Apr-24	Singapore	G	Director Election - Director Election	Elect Director	4. Elect Chua Soon Ghee as Director	Against
KEPPEL DC REIT	17-Apr-24	Singapore	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director John T. Casteen, III	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Viet D. Dinh	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Benjamin E. Sasse	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Robert S. Silberman	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director G. Thomas Waite, III	Against
Strategic Education, Inc.	24-Apr-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
X-FAB Silicon Foundries SE	25-Apr-24	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
X-FAB Silicon Foundries SE	25-Apr-24	Belgium	G	Audit Related - Auditor Related	Ratify Auditors	8. Ratify KPMG, Permanently Represented by Herwig Carmans and Mike Boonen, as Auditors	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Tom Killalea	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Madhu Ranganathan	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	2. Amend Omnibus Stock Plan	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Takeover Related - Takeover - Other	Adjourn Meeting	5. Adjourn Meeting	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	6. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Akamai Technologies, Inc.	10-May-24	USA	G	Corporate Governance - Shareholder Rights	Adopt Simple Majority Vote	7. Adopt Simple Majority Vote	For
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Director Election - Director Election	Elect Director	3a. Elect Charles St Leger Searle as Director	Against
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	4. Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Against
Tencent Holdings Limited	14-May-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
AIXTRON SE	15-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy for the Management Board	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cint Group AB	15-May-24	Sweden	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	10.2. Approve Remuneration of Auditors	Against
Cint Group AB	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.1. Reelect Patrick Comer as Director	Against
Cint Group AB	15-May-24	Sweden	G	Director Election - Director Election	Elect Director	11.3. Reelect Anna Belfrage as Director	Against
Cint Group AB	15-May-24	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.7. Reelect Patrick Comer as Board Chair	Against
Cint Group AB	15-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Cint Group AB	15-May-24	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Remuneration Report	Against
Cint Group AB	15-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14.a. Approve Performance Program LTIP 2024 for Key Employees	Against
Cint Group AB	15-May-24	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	14.b. Approve Equity Plan Financing	Against
Cint Group AB	15-May-24	Sweden	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	16. Allow Shareholder Meetings to be Held by Electronic Means	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Gerhard Oswald to the Supervisory Board	Against
SAP SE	15-May-24	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Pekka Ala-Pietilae to the Supervisory Board	Against
Thales SA	15-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	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

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
Thales SA	15-May-24	France	G	Director Election - Director Election	Elect Director	23. Elect Ruby McGregor-Smith as Director	Against
Mersen SA	16-May-24	France	G	Director Election - Director Election	Elect Director	6. Ratify Appointment of Jocelyne Vassoille as Director Following Resignation of Carolle Foissaud	Against
Mersen SA	16-May-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Jocelyne Vassoille as Director	Against
Mersen SA	16-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 9.5 Million	Against
Mersen SA	16-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.8 Million	Against
Mersen SA	16-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 21	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	12. Approve Amendments to Articles of Association	Against
GoerTek Inc.	21-May-24	China	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	13. Amend Rules and Procedures Regarding General Meetings of Shareholders	Against
GoerTek Inc.	21-May-24	China	G	Director Related - Board Related	Approve/Amend Regulations on Board of Directors	14. Amend Rules and Procedures Regarding Meetings of Board of Directors	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	15. Amend Decision-making System for Related-Party Transaction	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	16. Amend System for Providing External Guarantees	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	17. Amend External Financial Assistance Management System	Against
GoerTek Inc.	21-May-24	China	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Organization-Related	18. Amend Securities Investment and Derivatives Trading Management System	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	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sopra Steria Group SA	21-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Cyril Malarge, CEO	Against
Sopra Steria Group SA	21-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of CEO	Against
Sopra Steria Group SA	21-May-24	France	G	Director Election - Director Election	Elect Director	12. Reelect Pierre Pasquier as Director	Against
Sopra Steria Group SA	21-May-24	France	G	Director Election - Director Election	Elect Director	14. Reelect Sopra GMT as Director	Against
Sopra Steria Group SA	21-May-24	France	G	Director Election - Director Election	Elect Director	15. Reelect Eric Hayat as Director	Against
Sopra Steria Group SA	21-May-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital	Against
Sopra Steria Group SA	21-May-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Against
Sopra Steria Group SA	21-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	25. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Sopra Steria Group SA	21-May-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	26. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Sopra Steria Group SA	21-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	30. Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Sopra Steria Group SA	21-May-24	France	G	Company Articles - Article Amendments	Amend Articles Board-Related	33. Amend Article 15 of Bylaws Re: Age Limit of Chairman of the Board	Against
ICAPE Holding SA	22-May-24	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	6. Approve Severance Agreement with Yann Duigou	Against
ICAPE Holding SA	22-May-24	France	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	7. Approve Severance Agreement with Christelle Bonnevie	Against
ICAPE Holding SA	22-May-24	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	12. Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Against
ICAPE Holding SA	22-May-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ICAPE Holding SA	22-May-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	14. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve New Unvested Stock Award Plan for Management and Key Employees	Against
STMicroelectronics NV	22-May-24	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	20. Elect Pascal Daloz to Supervisory Board	Against
Manhattan Associates, Inc.	23-May-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Ernst & Young LLP as Auditors	Against
MediaTek, Inc.	27-May-24	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Issuance of Restricted Stocks	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve Issuance of Restricted Stocks	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.3. Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Withhold
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.4. Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Withhold
Taiwan Semiconductor Manufacturing Co., Ltd.	04-Jun-24	Taiwan	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	4.6. Elect Moshe N. Gavrielov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Withhold
Materialise NV	04-Jun-24	Belgium	G	Director Election - Director Election	Elect Director	7.1. Reelect Wilfried Vancraen as Director	Against
Materialise NV	04-Jun-24	Belgium	G	Director Election - Director Election	Elect Director	7.3. Reelect A TRE C CVOA, Permanently Represented by Johan De Lille, as Director	Against
Materialise NV	04-Jun-24	Belgium	G	Director Election - Director Election	Elect Director	7.4. Reelect Hilde Ingelaere as Director	Against
Datadog, Inc.	05-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Michael Callahan	Withhold
Procore Technologies, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Elisa A. Steele	Withhold
Toast, Inc.	06-Jun-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Deval L. Patrick	Withhold
Toast, Inc.	06-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Larry Page	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Sergey Brin	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director L. John Doerr	Against
Alphabet Inc.	07-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Roger W. Ferguson, Jr.	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	Audit Related - Auditor Related	Ratify Auditors	2. Ratify Ernst & Young LLP as Auditors	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
Kinaxis Inc.	07-Jun-24	Canada	G	Director Election - Director Election	Elect Director	1.5. Elect Director Elizabeth (Betsy) Rafael	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Adrian Hennah as Director	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	12. Reappoint Deloitte LLP as Auditors	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	13. Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	14. Authorise Issue of Equity	Against
Oxford Nanopore Technologies Plc	10-Jun-24	United Kingdom	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Against
Ambarella, Inc.	12-Jun-24	Cayman Islands	G	Director Election - Director Election	Elect Director	1.2. Elect Director Christopher B. Paisley	Withhold
Ambarella, Inc.	12-Jun-24	Cayman Islands	G	Audit Related - Auditor Related	Ratify Auditors	2. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Ambarella, Inc.	12-Jun-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Timothy S. Cabral	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Priscilla Hung	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Marshall L. Mohr	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Gordon Ritter	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Paul Sekhri	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Director Related - Board Related	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	3. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against
Veeva Systems Inc.	12-Jun-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Esker SA	19-Jun-24	France	G	Audit Related - Auditor Related	Ratify Auditors	7. Renew Appointment of Cabinet Deloitte & Associes as Auditor	Against
Esker SA	19-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	12. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Against
Esker SA	19-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	13. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.5 Million	Against
Esker SA	19-Jun-24	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	14. Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 1.5 Million	Against
Esker SA	19-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	15. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Thinkific Labs Inc.	20-Jun-24	Canada	G	Director Election - Director Election	Elect Director	2.3. Elect Director Brandon Nussey	Withhold
Thinkific Labs Inc.	20-Jun-24	Canada	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Re-approve Omnibus Incentive Plan	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Troy Cox as Director and Board Chair	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Didier Hirsch as Director	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.1. Approve Remuneration of Directors in the Amount of USD 1.9 Million	Against
SOPHiA GENETICS SA	24-Jun-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 USD 14.5 Million for Fiscal Year 2024	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.4. Approve Variable Remuneration of Executive Committee in the Amount of USD 12.2 Million for Fiscal Year 2023	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.1. Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 3.3 Million with or without Exclusion of Preemptive Rights	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	10.2. Approve Creation of CHF 903,076.40 Pool of Conditional Capital for Employee Equity Participation	Against
SOPHiA GENETICS SA	24-Jun-24	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
NVIDIA Corporation	26-Jun-24	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director A. Brooke Seawell	Against
NVIDIA Corporation	26-Jun-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify PricewaterhouseCoopers LLP as Auditors	Against
Indra Sistemas SA	26-Jun-24	Spain	G	Director Election - Director Election	Elect Director	5.1. Reelect Marc Thomas Murtra Millar as Director	Against
Indra Sistemas SA	26-Jun-24	Spain	G	Director Election - Director Election	Elect Director	5.2. Elect Javier Escribano Ruiz as Director	Against
Allegro.eu SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Revised Remuneration Policy	Against
Allegro.eu SA	26-Jun-24	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Equasens	27-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Reelect Sophie Mayeux as Director	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Thierry Chapusot, Chairman of the Board	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Denis Supplisson, CEO	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Gregoire de Rotalier, Vice-CEO	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Thierry Chapusot, Chairman of the Board	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Denis Supplisson, CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Gregoire de Rotalier, Vice-CEO	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of Damien Valicon, Vice-CEO since April 1, 2024	Against
Equasens	27-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Directors	Against
Equasens	27-Jun-24	France	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	18. Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Against
Equasens	27-Jun-24	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	19. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
GoerTek Inc.	15-Jul-24	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	1. Approve Adjustment of Matters Relating to the Company's Homeland No. 6 Employee Share Purchase Plan	Against
GoerTek Inc.	15-Jul-24	China	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve Adjustment of Matters Relating to the Company's Homeland No. 7 Employee Share Purchase Plan	Against
GoerTek Inc.	15-Jul-24	China	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Adjustment of Matters Relating to the Stock Option Incentive Plan	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4.1. Approve Omnibus Stock Plan	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	4.2. Approve Omnibus Stock Plan	Against
Alibaba Group Holding Limited	22-Aug-24	Cayman Islands	G	Director Election - Director Election	Elect Director	5.4. Elect Director Irene Yun-Lien Lee	Against
Doximity, Inc.	29-Aug-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Regina Benjamin	Withhold
Doximity, Inc.	29-Aug-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Phoebe L. Yang	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Director Election - Director Election	Elect Director	2d. Elect Director Christopher L. Fong	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Director Election - Director Election	Elect Director	2f. Elect Director Peter H. Kinash	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Director Election - Director Election	Elect Director	2g. Elect Director Mark R. Miller	Withhold
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Computer Modelling Group Ltd.	05-Sep-24	Canada	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	4. Re-approve Shareholder Rights Plan	Against
NetApp, Inc.	11-Sep-24	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Anders Gustafsson	Against
NetApp, Inc.	11-Sep-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	Against
NetApp, Inc.	11-Sep-24	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Microsoft Corporation	10-Dec-24	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Hugh F. Johnston	Against
Microsoft Corporation	10-Dec-24	USA	G	Audit Related - Auditor Related	Ratify Auditors	3. Ratify Deloitte & Touche LLP as Auditors	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

There are no unvoted meetings.