

Board Statistics Report



Parameters Used:
 Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): Uni-Global - Equities Eurozone
 Custodian Account(s): All custodian accounts
 Reporting Period: 01/01/2021 to 06/30/2021

Meeting Overview

Category	Number	Percentage
Number of votable meetings	90	
Number of meetings voted	89	98.89%
Number of meetings with at least 1 vote Against, Withhold or Abstain	45	50.00%

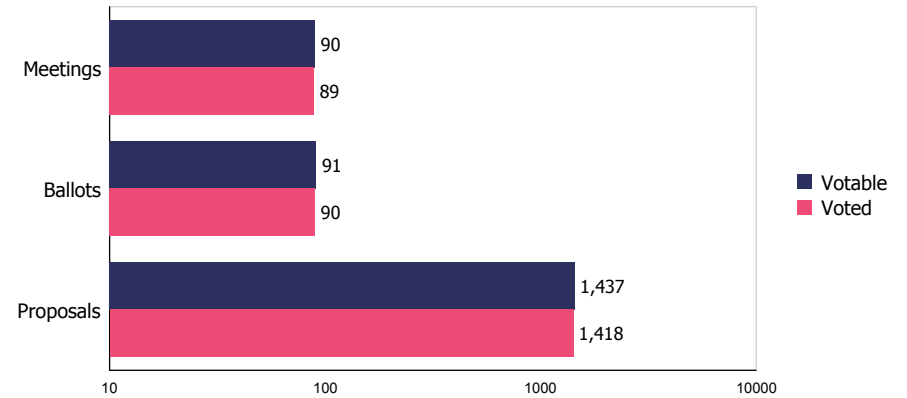
Ballot Overview

Category	Number	Percentage
Number of votable ballots	91	
Number of ballots voted	90	98.90%

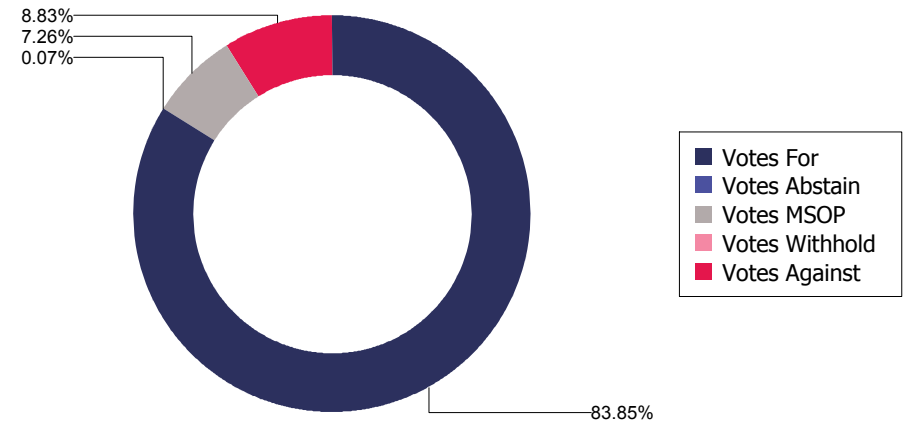
Proposal Overview

Category	Number	Percentage
Number of votable items	1,437	
Number of items voted	1,418	98.68%
Number of votes FOR	1,282	90.41%
Number of votes AGAINST	135	9.52%
Number of votes ABSTAIN	1	0.07%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	111	7.83%
Number of votes One Year	0	0.00%
Number of votes Two Years	0	0.00%
Number of votes Three Years	0	0.00%
Number of votes With Policy	1,418	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,289	90.90%
Number of votes Against Mgmt	129	9.10%
Number of votes on Shareholder Proposals	6	0.42%

Voting Statistics



Vote Cast Statistics

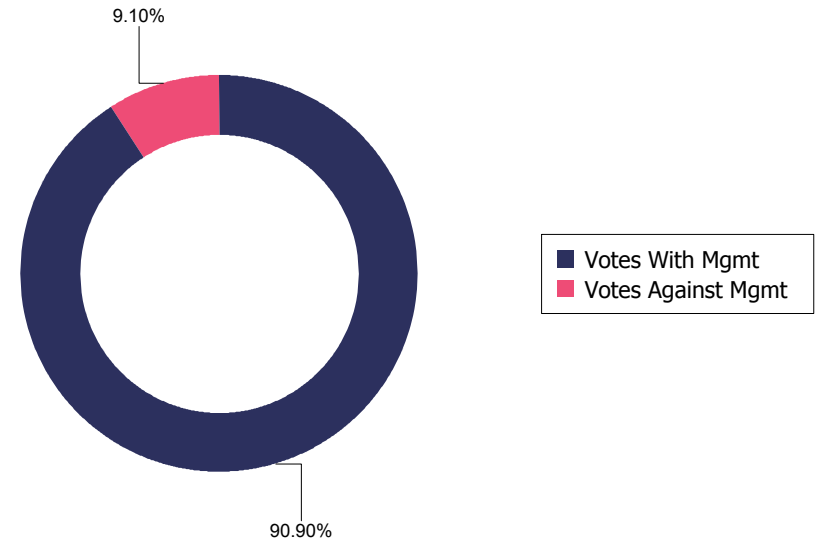


Note: Instructions of Do Not Vote are not considered voted, and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted by type may be higher than unique proposals voted.

Vote Alignment with Policy

No graphical representation provided.

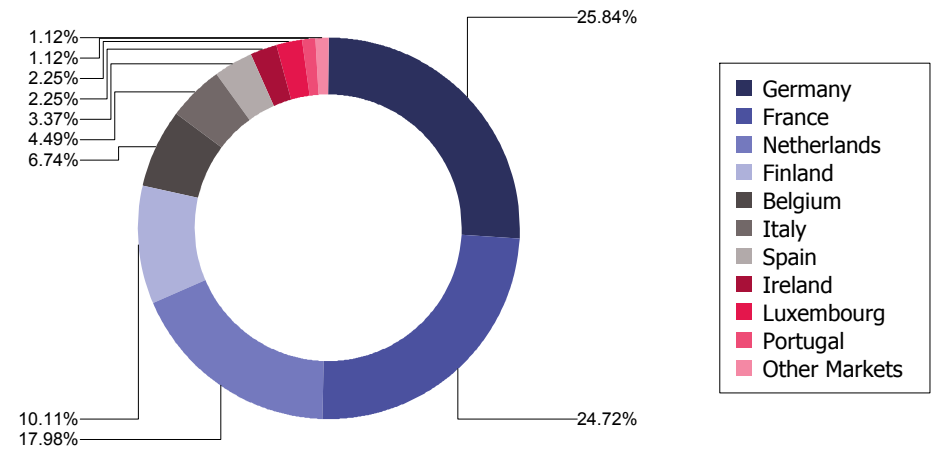
Vote Alignment with Management



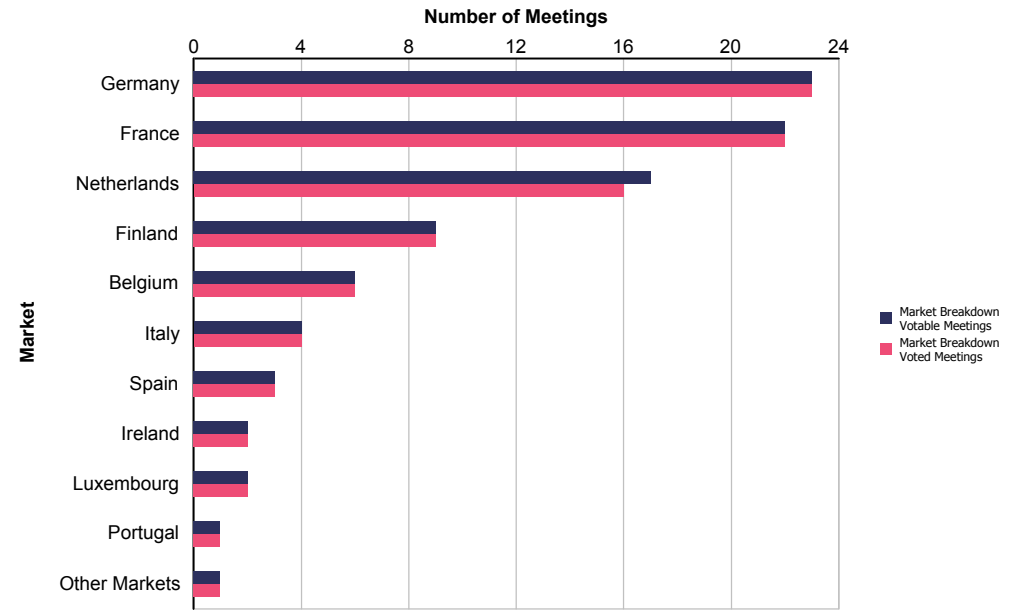
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Germany	23	23	100.00%
France	22	22	100.00%
Netherlands	17	16	94.12%
Finland	9	9	100.00%
Belgium	6	6	100.00%
Italy	4	4	100.00%
Spain	3	3	100.00%
Ireland	2	2	100.00%
Luxembourg	2	2	100.00%
Portugal	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	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Eurofins Scientific SE	22-Apr-21	Luxembourg	Authorize a New Class of Common Stock	Capitalization	Approve Creation of Class C Beneficiary Units and Amend Articles of Association	1
bioMerieux SA	20-May-21	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	1
Publicis Groupe SA	26-May-21	France	Amend Articles/Bylaws/Charter -- Non-Routine	Routine/Business	Amend Bylaws to Comply with Legal Changes	1
Kone Oyj	02-Mar-21	Finland	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	1
Wartsila Oyj Abp	04-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Elect Director	Directors Related	Reelect Antoine Arnault as Director	1
Iberdrola SA	17-Jun-21	Spain	Approve Discharge of Board and President	Directors Related	Approve Discharge of Board	1
Siemens AG	03-Feb-21	Germany	Ratify Auditors	Routine/Business	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	1
SCOR SE	30-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Denis Kessler, Chairman and CEO	1
Wartsila Oyj Abp	04-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Maarit Aarni-Sirvio, Karen Bomba, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Risto Murto (Vice Chair) and Mats Rahmstrom as Directors; Elect Tiina Tuomela as New Director	1
Hermes International SCA	04-May-21	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	1
Hermes International SCA	04-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of General Managers	1
Hermes International SCA	04-May-21	France	Elect Supervisory Board Member	Directors Related	Reelect Olympia Guerrand as Supervisory Board Member	1
L'Oreal SA	20-Apr-21	France	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	1
Symrise AG	05-May-21	Germany	Amend Articles/Bylaws/Charter -- Routine	Routine/Business	Amend Articles Re: Online Participation; Absentee Vote; Virtual General Meeting	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Reelect Bernard de Laguiche as Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
bioMerieux SA	20-May-21	France	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	Capitalization	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4.21 Million	1
Vivendi SE	22-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Management Board Members	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Corporate Officers	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 21 Above in the Event of a Public Tender Offer	1
Vivendi SE	22-Jun-21	France	Authorize Directed Share Repurchase Program	Capitalization	Authorize Specific Buyback Program and Cancellation of Repurchased Share	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 26 Above in the Event of a Public Tender Offer	1
bioMerieux SA	20-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Alexandre Merieux, Chairman and CEO	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	1
bioMerieux SA	20-May-21	France	Approve Restricted Stock Plan	Non-Salary Comp.	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	1
Siemens Healthineers AG	12-Feb-21	Germany	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of EUR 537.5 Million Pool of Capital without Preemptive Rights	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Bernard Arnault, Chairman and CEO	1
Siemens Healthineers AG	12-Feb-21	Germany	Elect Supervisory Board Member	Directors Related	Elect Peer Schatz to the Supervisory Board	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020	1
Eurofins Scientific SE	22-Apr-21	Luxembourg	Increase Authorized Common Stock	Capitalization	Increase Authorized Share Capital and Amend Articles of Association	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Elect Director	Directors Related	Reelect Nicolas Bazire as Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Prysmian SpA	28-Apr-21	Italy	Elect Supervisory Board Members (Bundled)	SH-Dirs' Related	Slate 2 Submitted by Institutional Investors (Assogestioni)	1
Orange SA	18-May-21	France	Company-Specific Board-Related	SH-Dirs' Related	Amend Article 13 of Bylaws Re: Plurality of Directorships	1
bioMerieux SA	20-May-21	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	1
bioMerieux SA	20-May-21	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	1
bioMerieux SA	20-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Vice-CEO	1
UPM-Kymmene Oyj	30-Mar-21	Finland	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers as Auditors	1
Hermes International SCA	04-May-21	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	1
bioMerieux SA	20-May-21	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Simon Gillham, Management Board Member	1
QIAGEN NV	29-Jun-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Executive Share Option Plan	Non-Salary Comp.	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	1
Zalando SE	19-May-21	Germany	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for the Third Quarter of Fiscal Year 2021 and First Quarter of Fiscal Year 2022	1
Deutsche Telekom AG	01-Apr-21	Germany	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Hermes International SCA	04-May-21	France	Elect Supervisory Board Member	Directors Related	Reelect Matthieu Dumas as Supervisory Board Member	1
Kering SA	22-Apr-21	France	Elect Director	Directors Related	Reelect Francois-Henri Pinault as Director	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Hermes International SCA	04-May-21	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital Per Year for Private Placements	1
Schneider Electric SE	28-Apr-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	1
Sodexo SA	12-Jan-21	France	Ratify Auditors	Routine/Business	Renew Appointment of KPMG as Auditor	1
Azimut Holding SpA	29-Apr-21	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Second Section of the Remuneration Report	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Frederic Crepin, Management Board Member	1
Hermes International SCA	04-May-21	France	Approve Spin-Off Agreement	Reorg. and Mergers	Delegate Powers to the Management Board to Implement Spin-Off Agreements	1
adidas AG	12-May-21	Germany	Ratify Auditors	Routine/Business	Ratify KPMG AG as Auditors for Fiscal Year 2021	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Gilles Alix, Management Board Member	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 19 Above in the Event of a Public Tender Offer	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Reelect Herve Coppens d'Eeckenbrugge as Director	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2021 Interim Financial Statements	1
Hermes International SCA	04-May-21	France	Elect Supervisory Board Member	Directors Related	Reelect Blaise Guerrand as Supervisory Board Member	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Reelect Nicolas Boel as Director	1
Zalando SE	19-May-21	Germany	Ratify Auditors	Routine/Business	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Herve Philippe, Management Board Member	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Kone Oyj	02-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	1
Proximus SA	21-Apr-21	Belgium	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Issued Share Capital	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	1
Hermes International SCA	04-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Emile Hermes SARL, General Manager	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Antonio Belloni, Vice-CEO	1
Royal Vopak NV	21-Apr-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Tenaris SA	03-May-21	Luxembourg	Approve Auditors and Authorize Board to Fix Their Remuneration	Routine/Business	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	1
Kone Oyj	02-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman and CEO	1
L'Oreal SA	20-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	1
Zalando SE	19-May-21	Germany	Ratify Auditors	Routine/Business	Ratify Ernst & Young GmbH as Auditors Until the 2022 AGM	1
Kering SA	22-Apr-21	France	Elect Director	Directors Related	Reelect Jean-Francois Palus as Director	1
Dassault Systemes SA	26-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	1
Iberdrola SA	17-Jun-21	Spain	Elect Director	Directors Related	Reelect Francisco Martinez Corcoles as Director	1
Rheinmetall AG	11-May-21	Germany	Ratify Auditors	Routine/Business	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 28 Above in the Event of a Public Tender Offer	1
bioMerieux SA	20-May-21	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	1
Vivendi SE	22-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman of the Management Board	1
Elisa Oyj	08-Apr-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Hermes International SCA	04-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Axel Dumas, General Manager	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation Report	1
Vivendi SE	22-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Supervisory Board Members and Chairman	1
Tenaris SA	03-May-21	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Elect Edouard Janssen as Director	1
Dassault Systemes SA	26-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Corporate Officers	1
Eurofins Scientific SE	22-Apr-21	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
STMicroelectronics NV	27-May-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Stora Enso Oyj	19-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Elisabeth Fleuriot, Hock Goh, Mikko Helander, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson and Hakan Buskheand (Vice Chair) as Directors; Elect Helena Hedblom and Hans Sohlstrom as New Directors	1
Symrise AG	05-May-21	Germany	Elect Supervisory Board Member	Directors Related	Elect Michael Koenig to the Supervisory Board	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Stephane Roussel, Management Board Member	1
Stora Enso Oyj	19-Mar-21	Finland	Approve Special/Interim Dividends	Routine/Business	Demand Minority Dividend	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Schneider Electric SE	28-Apr-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	1
Unilever Plc	05-May-21	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Authorise Board to Fix Remuneration of Auditors	1
Deutsche Post AG	06-May-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
Orange SA	18-May-21	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-24	1
bioMerieux SA	20-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Didier Boulud, Vice-CEO	1
Fresenius Medical Care AG & Co. KGaA	20-May-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
bioMerieux SA	20-May-21	France	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Capitalization	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	1
QIAGEN NV	29-Jun-21	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances in Connection to Mergers, Acquisitions or Strategic Alliances	1
bioMerieux SA	20-May-21	France	Approve Transaction with a Related Party	Reorg. and Mergers	Approve Transaction with Institut Merieux Re: Amendment to the Services Agreement	1
Brenntag SE	10-Jun-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
Hermes International SCA	04-May-21	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	1
SCOR SE	30-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Denis Kessler, Chairman and CEO	1
Infineon Technologies AG	25-Feb-21	Germany	Ratify Auditors	Routine/Business	Ratify KPMG AG as Auditors for Fiscal 2021	1
Akzo Nobel NV	22-Apr-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for the First Quarter of Fiscal Year 2021	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Routine/Business	Approve Auditors' Special Report on Related-Party Transactions	1
Prysmian SpA	28-Apr-21	Italy	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	Directors Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	1
Hermes International SCA	04-May-21	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Routine/Business	Approve Auditors' Special Report on Related-Party Transactions	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	1
Elisa Oyj	08-Apr-21	Finland	Ratify Auditors	Routine/Business	Ratify KPMG as Auditors	1
Merck KGaA	23-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify KPMG AG as Auditors for Fiscal Year 2021	1
AXA SA	29-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Thomas Buberl, CEO	1
Tenaris SA	03-May-21	Luxembourg	Elect Directors (Bundled)	Directors Related	Elect Directors (Bundled)	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 23 Above in the Event of a Public Tender Offer	1
Iberdrola SA	17-Jun-21	Spain	Elect Director	Directors Related	Reelect Juan Manuel Gonzalez Serna as Director	1
Schneider Electric SE	28-Apr-21	France	Elect Representative of Employee Shareholders to the Board	Directors Related	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	1
Hermes International SCA	04-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Corporate Officers	1
Hermes International SCA	04-May-21	France	Approve Acquisition OR Issue Shares in Connection with Acquisition	Reorg. and Mergers	Delegate Powers to the Management Board to Issue Shares in Connection with Item 24 Above	1
Bureau Veritas SA	25-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Didier Michaud-Daniel, CEO	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Vice-CEO	1
Proximus SA	21-Apr-21	Belgium	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	1

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

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Hermes International SCA	04-May-21	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	1
bioMerieux SA	20-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman and CEO	1
Azimut Holding SpA	29-Apr-21	Italy	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	Directors Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Cedric de Baillencourt, Management Board Member	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Elect Director	Directors Related	Reelect Charles de Croisset as Director	1
Proximus SA	21-Apr-21	Belgium	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Orange SA	18-May-21	France	Company-Specific- -Compensation-Related	SH-Compensation	Amending Item 31 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	1
Kesko Oyj	12-Apr-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	1

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Eurofins Scientific SE	22-Apr-21	Luxembourg	Authorize a New Class of Common Stock	Capitalization	Approve Creation of Class C Beneficiary Units and Amend Articles of Association	1
bioMerieux SA	20-May-21	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Publicis Groupe SA	26-May-21	France	Amend Articles/Bylaws/Charter -- Non-Routine	Routine/Business	Amend Bylaws to Comply with Legal Changes	1
Kone Oyj	02-Mar-21	Finland	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	1
Wartsila Oyj Abp	04-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Elect Director	Directors Related	Reelect Antoine Arnault as Director	1
Iberdrola SA	17-Jun-21	Spain	Approve Discharge of Board and President	Directors Related	Approve Discharge of Board	1
Siemens AG	03-Feb-21	Germany	Ratify Auditors	Routine/Business	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	1
SCOR SE	30-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Denis Kessler, Chairman and CEO	1
Wartsila Oyj Abp	04-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Maarit Aarni-Sirvio, Karen Bomba, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Risto Murto (Vice Chair) and Mats Rahmstrom as Directors; Elect Tiina Tuomela as New Director	1
Hermes International SCA	04-May-21	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	1
Hermes International SCA	04-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of General Managers	1
Hermes International SCA	04-May-21	France	Elect Supervisory Board Member	Directors Related	Reelect Olympia Guerrand as Supervisory Board Member	1
L'Oreal SA	20-Apr-21	France	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	1
Symrise AG	05-May-21	Germany	Amend Articles/Bylaws/Charter -- Routine	Routine/Business	Amend Articles Re: Online Participation; Absentee Vote; Virtual General Meeting	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Reelect Bernard de Laguiche as Director	1
bioMerieux SA	20-May-21	France	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	Capitalization	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4.21 Million	1
Vivendi SE	22-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Management Board Members	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Corporate Officers	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 21 Above in the Event of a Public Tender Offer	1
Vivendi SE	22-Jun-21	France	Authorize Directed Share Repurchase Program	Capitalization	Authorize Specific Buyback Program and Cancellation of Repurchased Share	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 26 Above in the Event of a Public Tender Offer	1
bioMerieux SA	20-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Alexandre Merieux, Chairman and CEO	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	1
bioMerieux SA	20-May-21	France	Approve Restricted Stock Plan	Non-Salary Comp.	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	1
Siemens Healthineers AG	12-Feb-21	Germany	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Creation of EUR 537.5 Million Pool of Capital without Preemptive Rights	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Bernard Arnault, Chairman and CEO	1
Siemens Healthineers AG	12-Feb-21	Germany	Elect Supervisory Board Member	Directors Related	Elect Peer Schatz to the Supervisory Board	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020	1
Eurofins Scientific SE	22-Apr-21	Luxembourg	Increase Authorized Common Stock	Capitalization	Increase Authorized Share Capital and Amend Articles of Association	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Elect Director	Directors Related	Reelect Nicolas Bazire as Director	1
bioMerieux SA	20-May-21	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	1
bioMerieux SA	20-May-21	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	1
bioMerieux SA	20-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Vice-CEO	1
UPM-Kymmene Oyj	30-Mar-21	Finland	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers as Auditors	1
Hermes International SCA	04-May-21	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
bioMerieux SA	20-May-21	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Simon Gillham, Management Board Member	1
QIAGEN NV	29-Jun-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Executive Share Option Plan	Non-Salary Comp.	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	1
Zalando SE	19-May-21	Germany	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for the Third Quarter of Fiscal Year 2021 and First Quarter of Fiscal Year 2022	1
Deutsche Telekom AG	01-Apr-21	Germany	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
Hermes International SCA	04-May-21	France	Elect Supervisory Board Member	Directors Related	Reelect Matthieu Dumas as Supervisory Board Member	1
Kering SA	22-Apr-21	France	Elect Director	Directors Related	Reelect Francois-Henri Pinault as Director	1
Hermes International SCA	04-May-21	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital Per Year for Private Placements	1
Sodexo SA	12-Jan-21	France	Ratify Auditors	Routine/Business	Renew Appointment of KPMG as Auditor	1
Azimut Holding SpA	29-Apr-21	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Second Section of the Remuneration Report	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Frederic Crepin, Management Board Member	1
Hermes International SCA	04-May-21	France	Approve Spin-Off Agreement	Reorg. and Mergers	Delegate Powers to the Management Board to Implement Spin-Off Agreements	1
adidas AG	12-May-21	Germany	Ratify Auditors	Routine/Business	Ratify KPMG AG as Auditors for Fiscal Year 2021	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Gilles Alix, Management Board Member	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 19 Above in the Event of a Public Tender Offer	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Reelect Herve Coppens d'Eeckenbrugge as Director	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2021 Interim Financial Statements	1
Hermes International SCA	04-May-21	France	Elect Supervisory Board Member	Directors Related	Reelect Blaise Guerrand as Supervisory Board Member	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Reelect Nicolas Boel as Director	1
Zalando SE	19-May-21	Germany	Ratify Auditors	Routine/Business	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Herve Philippe, Management Board Member	1
Kone Oyj	02-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	1
Proximus SA	21-Apr-21	Belgium	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Issued Share Capital	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	1
Hermes International SCA	04-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Emile Hermes SARL, General Manager	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Antonio Belloni, Vice-CEO	1
Royal Vopak NV	21-Apr-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Tenaris SA	03-May-21	Luxembourg	Approve Auditors and Authorize Board to Fix Their Remuneration Auditors	Routine/Business	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	1
Kone Oyj	02-Mar-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman and CEO	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
L'Oreal SA	20-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	1
Zalando SE	19-May-21	Germany	Ratify Auditors	Routine/Business	Ratify Ernst & Young GmbH as Auditors Until the 2022 AGM	1
Siemens AG	03-Feb-21	Germany	Amend Articles/Bylaws/Charter -- Routine	SH-Routine/Business	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	1
Kering SA	22-Apr-21	France	Elect Director	Directors Related	Reelect Jean-Francois Palus as Director	1
Dassault Systemes SA	26-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	1
Iberdrola SA	17-Jun-21	Spain	Elect Director	Directors Related	Reelect Francisco Martinez Corcoles as Director	1
Rheinmetall AG	11-May-21	Germany	Ratify Auditors	Routine/Business	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 28 Above in the Event of a Public Tender Offer	1
bioMerieux SA	20-May-21	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	1
Vivendi SE	22-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman of the Management Board	1
Elisa Oyj	08-Apr-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Hermes International SCA	04-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Axel Dumas, General Manager	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation Report	1
Vivendi SE	22-Jun-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Supervisory Board Members and Chairman	1
Tenaris SA	03-May-21	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Solvay SA	11-May-21	Belgium	Elect Director	Directors Related	Elect Edouard Janssen as Director	1
Dassault Systemes SA	26-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Corporate Officers	1
Eurofins Scientific SE	22-Apr-21	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
STMicroelectronics NV	27-May-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Stora Enso Oyj	19-Mar-21	Finland	Elect Directors (Bundled)	Directors Related	Reelect Elisabeth Fleuriot, Hock Goh, Mikko Helander, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson and Hakan Buskheand (Vice Chair) as Directors; Elect Helena Hedblom and Hans Sohlstrom as New Directors	1
Symrise AG	05-May-21	Germany	Elect Supervisory Board Member	Directors Related	Elect Michael Koenig to the Supervisory Board	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Stephane Roussel, Management Board Member	1
Unilever Plc	05-May-21	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Routine/Business	Authorise Board to Fix Remuneration of Auditors	1
Deutsche Post AG	06-May-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
Orange SA	18-May-21	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-24	1
bioMerieux SA	20-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Didier Boulud, Vice-CEO	1
Fresenius Medical Care AG & Co. KGaA	20-May-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
bioMerieux SA	20-May-21	France	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Capitalization	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	1
QIAGEN NV	29-Jun-21	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances in Connection to Mergers, Acquisitions or Strategic Alliances	1
bioMerieux SA	20-May-21	France	Approve Transaction with a Related Party	Reorg. and Mergers	Approve Transaction with Institut Merieux Re: Amendment to the Services Agreement	1
Brenntag SE	10-Jun-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
Hermes International SCA	04-May-21	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	1
SCOR SE	30-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Denis Kessler, Chairman and CEO	1
Infineon Technologies AG	25-Feb-21	Germany	Ratify Auditors	Routine/Business	Ratify KPMG AG as Auditors for Fiscal 2021	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Akzo Nobel NV	22-Apr-21	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for the First Quarter of Fiscal Year 2021	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Routine/Business	Approve Auditors' Special Report on Related-Party Transactions	1
Hermes International SCA	04-May-21	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Routine/Business	Approve Auditors' Special Report on Related-Party Transactions	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	1
Elisa Oyj	08-Apr-21	Finland	Ratify Auditors	Routine/Business	Ratify KPMG as Auditors	1
Merck KGaA	23-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify KPMG AG as Auditors for Fiscal Year 2021	1
AXA SA	29-Apr-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Thomas Buberl, CEO	1
Tenaris SA	03-May-21	Luxembourg	Elect Directors (Bundled)	Directors Related	Elect Directors (Bundled)	1
Orange SA	18-May-21	France	Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or Share Exchange Offer	Antitakeover Related	Allow Board to Use Delegations under Item 23 Above in the Event of a Public Tender Offer	1
Iberdrola SA	17-Jun-21	Spain	Elect Director	Directors Related	Reelect Juan Manuel Gonzalez Serna as Director	1
Hermes International SCA	04-May-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Corporate Officers	1
Hermes International SCA	04-May-21	France	Approve Acquisition OR Issue Shares in Connection with Acquisition	Reorg. and Mergers	Delegate Powers to the Management Board to Issue Shares in Connection with Item 24 Above	1
Bureau Veritas SA	25-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Didier Michaud-Daniel, CEO	1
Deutsche Telekom AG	01-Apr-21	Germany	Amend Articles/Bylaws/Charter -- Routine	SH-Routine/Business	Amend Articles Re: Shareholders' Right to Participation during the Virtual Meeting	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Vice-CEO	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Proximus SA	21-Apr-21	Belgium	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	1
Hermes International SCA	04-May-21	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	1
bioMerieux SA	20-May-21	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman and CEO	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Cedric de Baillencourt, Management Board Member	1
Deutsche Telekom AG	01-Apr-21	Germany	Ratify Auditors	Routine/Business	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	1
LVMH Moet Hennessy Louis Vuitton SE	15-Apr-21	France	Elect Director	Directors Related	Reelect Charles de Croisset as Director	1
Proximus SA	21-Apr-21	Belgium	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Kesko Oyj	12-Apr-21	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report (Advisory Vote)	1
Vivendi SE	22-Jun-21	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	1

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Ferrari NV	15-Apr-21	Annual	Netherlands	1497970