

# Board Statistics Report

## Parameters Used :

Location(s): All Locations

Account Group(s): All Groups

Institution Account(s): Uni-Global - Equities Europe (GUGEU)

Custodian Account(s): All Custodian Accounts

Date range covered: 01/01/2023 to 31/12/2023

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	83	
Number of meetings voted	83	100.00 %
Number of meetings with at least 1 vote Against, Withhold or Abstain	53	63.86 %

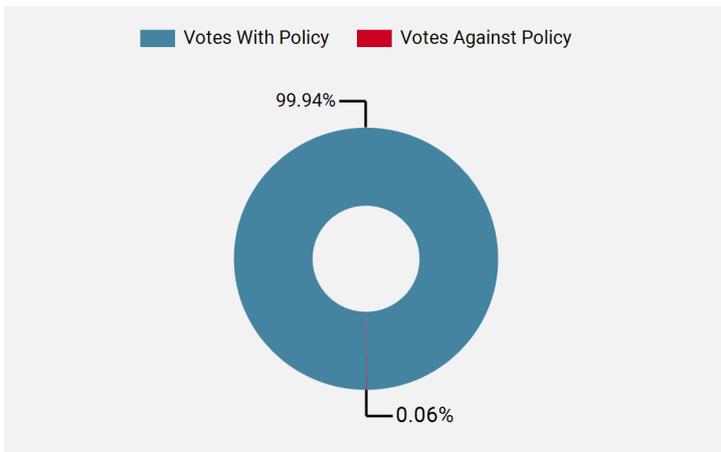
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	83	
Number of ballots voted	83	100.00 %

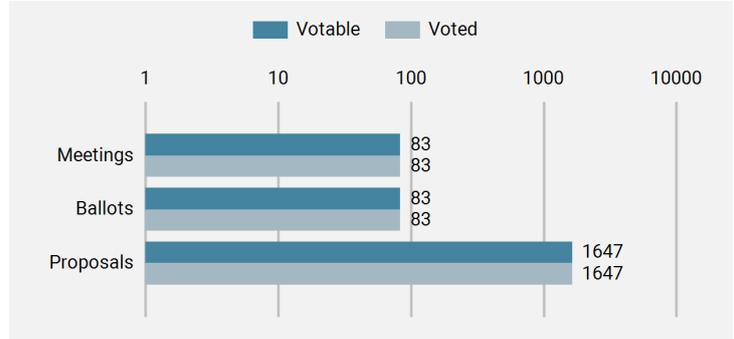
## Proposal Overview

Category	Number	Percentage
Number of votable items	1647	
Number of items voted	1647	100.00 %
Number of votes FOR	1458	88.52 %
Number of votes AGAINST	177	10.75 %
Number of votes ABSTAIN	12	0.73 %
Number of votes WITHHOLD	0	0.00 %
Number of votes on MSOP	124	7.53 %
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	1646	99.94 %
Number of votes Against Policy	1	0.06 %
Number of votes With Mgmt	1477	89.68 %
Number of votes Against Mgmt	170	10.32 %
Number of votes Shareholder Proposals	17	1.03 %

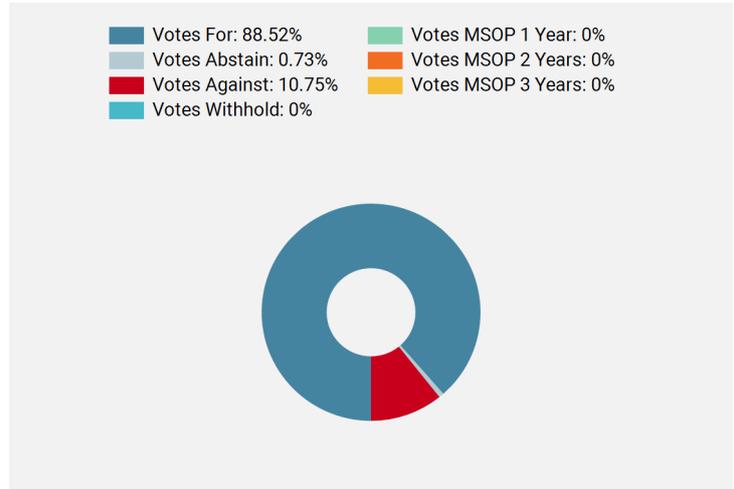
## Vote Alignment with Policy



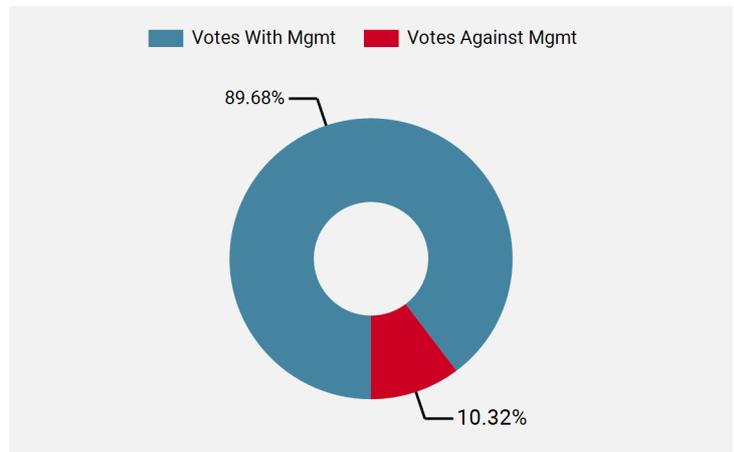
## Voting Statistics



## Vote Cast Statistics



## Vote Alignment with Management

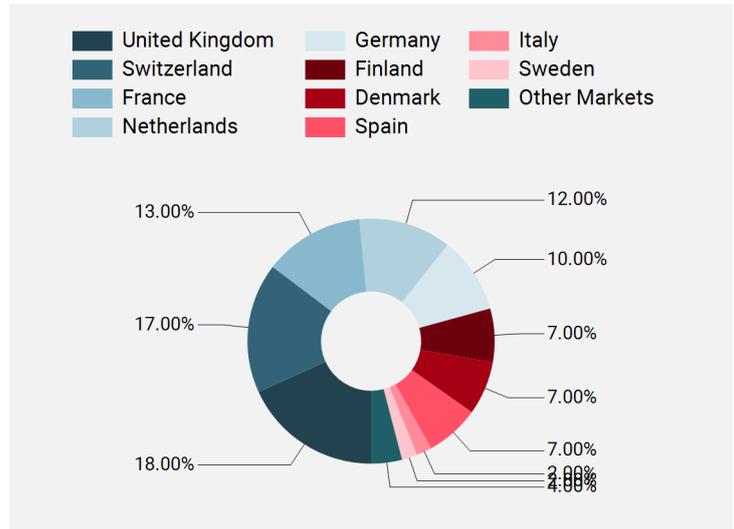




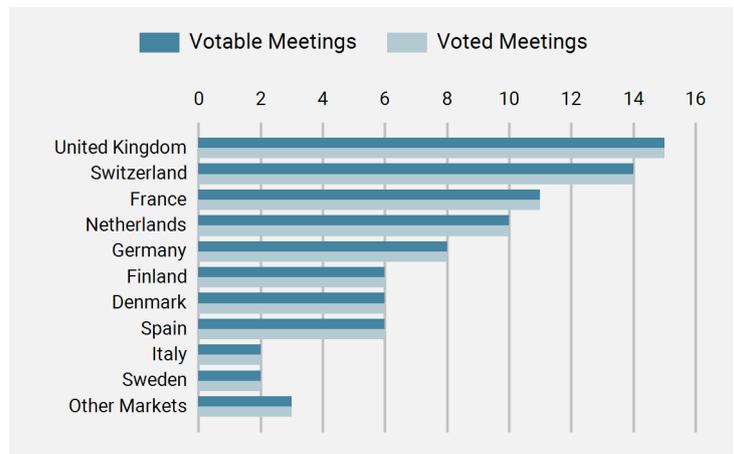
## Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
United Kingdom	15	15	100.00%
Switzerland	14	14	100.00%
France	11	11	100.00%
Netherlands	10	10	100.00%
Germany	8	8	100.00%
Spain	6	6	100.00%
Finland	6	6	100.00%
Denmark	6	6	100.00%
Sweden	2	2	100.00%
Italy	2	2	100.00%
Portugal	2	2	100.00%
Belgium	1	1	100.00%

## Meetings Voted by Market



## Market Voting Statistics



## ESG Pillars Overview \*

	E	E, S	G	S	S, G	TOTAL
Nb of Items	7	8	1,726	12	5	1,758
% of items	0.4 %	0.5 %	98.2 %	0.7 %	0.3 %	100.0 %
Nb of Items votable	5	7	1,618	12	5	1,647
% of Items votable	0.3 %	0.4 %	98.2 %	0.7 %	0.3 %	100.0 %
Nb of items voted	5	7	1,618	12	5	1,647
% of items voted	0.3 %	0.4 %	98.2 %	0.7 %	0.3 %	100.0 %
Nb of items voted against management	1	0	169	0	0	170
% of items voted against management by category	14.3 %	0.0 %	9.8 %	0.0 %	0.0 %	10.3 %
% of items voted against management	0.6 %	0.0 %	99.4 %	0.0 %	0.0 %	100.0 %

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Kone Oyj	28/02/2023	Finland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Company Business; General Meeting Participation	G
Kone Oyj	28/02/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Matti Alahuhta as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Jussi Herlin as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Antti Herlin as Director	G
Novozymes A/S	02/03/2023	Denmark	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditors	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Kasim Kutay as Director	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Cornelis de Jong (Chair) as Director	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Kim Stratton (Vice Chair) as Director	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Heine Dalsgaard as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Patrice Bula as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Patrice Bula as Member of the Compensation Committee	G
Novartis AG	07/03/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Orsted A/S	07/03/2023	Denmark	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditor	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Reelect Thomas Thune Andersen (Chair) as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Ratify Auditors	Audit Related	Ratify Deloitte as Auditors	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Fredrik Lundberg as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Par Boman as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Ulf Riese as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Jon Fredrik Baksaas as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Par Boman as Board Chairman	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Company-Specific – Shareholder Miscellaneous	Miscellaneous	Approve Formation of Integration Institute	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Company-Specific – Shareholder Miscellaneous	Miscellaneous	Amend Bank's Mainframe Computers Software	G
Nordea Bank Abp	23/03/2023	Finland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: General Meeting Participation; General Meeting	G
Novo Nordisk A/S	23/03/2023	Denmark	Ratify Auditors	Audit Related	Ratify Deloitte as Auditor	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Sylvie Gregoire as Director	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Kasim Kutay as Director	G
Novo Nordisk A/S	23/03/2023	Denmark	Company-Specific – Shareholder Miscellaneous	Miscellaneous	Product Pricing Proposal	G
SGS SA	28/03/2023	Switzerland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Calvin Grieder as Director	G
SGS SA	28/03/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Calvin Grieder as Board Chair	G
SGS SA	28/03/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Michael Rechsteiner as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Michael Rechsteiner as Board Chair	G
Swisscom AG	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Michael Rechsteiner as Member of the Compensation Committee	G
Swisscom AG	28/03/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Kesko Oyj	30/03/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Hans Eckerstrom as Director	G
Swedbank AB	30/03/2023	Sweden	Restriction of Fossil Fuel Financing	Environmental	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	E
Swedbank AB	30/03/2023	Sweden	Company-Specific – Miscellaneous	Miscellaneous	Allocation of funds	G
Swedbank AB	30/03/2023	Sweden	Company-Specific – Miscellaneous	Miscellaneous	Establishment of a Chamber of Commerce	G

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Swedbank AB	30/03/2023	Sweden	Company-Specific – Miscellaneous	Miscellaneous	Change Bank Software	G
Tryg A/S	30/03/2023	Denmark	Elect Director	Director Election	Reelect Jukka Pertola as Member of Board	G
Elisa Oyj	05/04/2023	Finland	Ratify Auditors	Audit Related	Ratify KPMG as Auditors	G
Elisa Oyj	05/04/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Elisa Oyj	05/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	G
Elisa Oyj	05/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Jolande Sap to Supervisory Board	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Sergio Ermotti as Director and Board Chair	G
Swiss Re AG	12/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
UPM-Kymmene Oyj	12/04/2023	Finland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditor for FY 2023	G
UPM-Kymmene Oyj	12/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	G
UPM-Kymmene Oyj	12/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Beiersdorf AG	13/04/2023	Germany	Ratify Auditors	Audit Related	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	G
Beiersdorf AG	13/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Geberit AG	19/04/2023	Switzerland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers AG as Auditors	G
Geberit AG	19/04/2023	Switzerland	Elect Director	Director Election	Reelect Eunice Zehnder-Lai as Director	G
Geberit AG	19/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	G
Geberit AG	19/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Grant Thornton Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Hermes International SCA	20/04/2023	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	G
Hermes International SCA	20/04/2023	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	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Emile Hermes SAS, General Manager	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Axel Dumas, General Manager	G
Hermes International SCA	20/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Hermes International SCA	20/04/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	G

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Hermes International SCA	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of General Managers	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Dorothee Altmayer as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Renaud Mommeja as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Eric de Seynes as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Company Specific Organization Related	Miscellaneous	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	G
Hermes International SCA	20/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions	G
Hermes International SCA	20/04/2023	France	Approve Acquisition OR Issue Shares in Connection with Acquisition	Strategic Transactions	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Henri de Castries as Director	G
Nestle SA	20/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Andreas Umbach as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Andreas Umbach as Board Chair	G
SIG Group AG	20/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Akzo Nobel NV	21/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect D.M. Sluimers to Supervisory Board	G
Vivendi SE	24/04/2023	France	Authorize Directed Share Repurchase Program	Capitalization	Authorize Specific Buyback Program and Cancellation of Repurchased Share	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members and Chairman	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stephane Roussel, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Celine Merle-Beral, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Claire Leost, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Maxime Saada, Management Board Member	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Management Board Members	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Francois Laroze, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Frederic Crepin, Management Board Member	G
Vivendi SE	24/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Cyrille Bollore as Supervisory Board Member	G
Assicurazioni Generali SpA	26/04/2023	Italy	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Audit Related	Slate Submitted by VM 2006 Srl	G
Assicurazioni Generali SpA	26/04/2023	Italy	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Director Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Melody Meyer as Director	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Cyril Janssen as Director	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Jan Berger as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Other Business	Routine Business	Additional Voting Instructions - Board of Directors Proposals (Voting)	G
Baloise Holding AG	28/04/2023	Switzerland	Other Business	Routine Business	Additional Voting Instructions - Shareholder Proposals (Voting)	G
DiaSorin SpA	28/04/2023	Italy	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G
DiaSorin SpA	28/04/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
DiaSorin SpA	28/04/2023	Italy	Approve Executive Share Option Plan	Compensation	Approve Stock Option Plan	G

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
DiaSorin SpA	28/04/2023	Italy	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Director Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	G
Pearson Plc	28/04/2023	United Kingdom	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Directors (Bundled)	Director Election	Elect Directors for 2023-2026 Term	G
Unilever Plc	03/05/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Holcim Ltd.	04/05/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Company-Specific--Compensation-Related	Compensation	Devise and Implement a Long-Term and Stable Dividend Policy	S, G
HSBC Holdings Plc	05/05/2023	United Kingdom	Company-Specific--Compensation-Related	Compensation	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	S, G
HSBC Holdings Plc	05/05/2023	United Kingdom	Company-Specific - Miscellaneous	Miscellaneous	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	G
Knorr-Bremse AG	05/05/2023	Germany	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
Knorr-Bremse AG	05/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
HUGO BOSS AG	09/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Karl Gernandt as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Karl Gernandt as Member of the Compensation Committee	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
The Swatch Group AG	10/05/2023	Switzerland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers AG as Auditors	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Daniela Aeschlimann as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Nayla Hayek as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Georges Hayek as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Ernst Tanner as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Claude Nicollier as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Jean-Pierre Roth as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Ernst Tanner as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Georges Hayek as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Claude Nicollier as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Nayla Hayek as Board Chair	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	G

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Nayla Hayek as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Jennifer Xin-Zhe Li to the Supervisory Board	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Qi Lu to the Supervisory Board	G
Sampo Oyj	17/05/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
bioMerieux SA	23/05/2023	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 4,210,280	G
bioMerieux SA	23/05/2023	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 4,210,280	G
bioMerieux SA	23/05/2023	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	G
bioMerieux SA	23/05/2023	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	G
bioMerieux SA	23/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	G
bioMerieux SA	23/05/2023	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 18-20	G
bioMerieux SA	23/05/2023	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 4,210,280	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Vice-CEO	G
bioMerieux SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Pierre Boulud, Vice-CEO	G
bioMerieux SA	23/05/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
bioMerieux SA	23/05/2023	France	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Directors	G
Orange SA	23/05/2023	France	Company-Specific--Compensation-Related	Compensation	Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	S, G
Orange SA	23/05/2023	France	Company-Specific--Compensation-Related	Compensation	Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	S, G
Orange SA	23/05/2023	France	Company-Specific--Compensation-Related	Compensation	Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	S, G
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Anne-Gabrielle Heilbronner as Director	G
Orange SA	23/05/2023	France	Company-Specific Board-Related	Director Related	Amend Article 13 of Bylaws Re: Plurality of Directorships	G
Sanofi	25/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Carrefour SA	26/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Mazars as Auditor	G
Carrefour SA	26/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G
Carrefour SA	26/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Carrefour SA	26/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Bompard, Chairman and CEO	G
Carrefour SA	26/05/2023	France	Elect Director	Director Election	Reelect Alexandre Bompard as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect John Allan as Director (WITHDRAWN)	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO since June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Didier Michaud-Daniel, CEO	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Lawrence A. Rosen to Supervisory Board	G
Severn Trent Plc	06/07/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Deloitte LLP as Auditors	G
United Utilities Group Plc	21/07/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint KPMG LLP as Auditors	G
Novartis AG	15/09/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Pernod Ricard SA	10/11/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Deloitte & Associates as Auditor	G
Barry Callebaut AG	06/12/2023	Switzerland	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors	G
Barry Callebaut AG	06/12/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Barry Callebaut AG	06/12/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Fernando Aguirre as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Markus Neuhaus as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Antoine de Saint-Affrique as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Tim Minges as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Nicolas Jacobs as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Yen Tan as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings	G
Barry Callebaut AG	06/12/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Kone Oyj	28/02/2023	Finland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Company Business; General Meeting Participation	G
Kone Oyj	28/02/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Matti Alahuhta as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Jussi Herlin as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Antti Herlin as Director	G
Novozymes A/S	02/03/2023	Denmark	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditors	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Kasim Kutay as Director	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Cornelis de Jong (Chair) as Director	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Kim Stratton (Vice Chair) as Director	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Heine Dalsgaard as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Patrice Bula as Director	G

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Novartis AG	07/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Patrice Bula as Member of the Compensation Committee	G
Novartis AG	07/03/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Orsted A/S	07/03/2023	Denmark	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditor	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Reelect Thomas Thune Andersen (Chair) as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Ratify Auditors	Audit Related	Ratify Deloitte as Auditors	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Fredrik Lundberg as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Par Boman as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Ulf Riese as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Jon Fredrik Baksaas as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Par Boman as Board Chairman	G
Nordea Bank Abp	23/03/2023	Finland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: General Meeting Participation; General Meeting	G
Novo Nordisk A/S	23/03/2023	Denmark	Ratify Auditors	Audit Related	Ratify Deloitte as Auditor	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Sylvie Gregoire as Director	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Kasim Kutay as Director	G
SGS SA	28/03/2023	Switzerland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Calvin Grieder as Director	G
SGS SA	28/03/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Calvin Grieder as Board Chair	G
SGS SA	28/03/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Michael Rechsteiner as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Michael Rechsteiner as Board Chair	G
Swisscom AG	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Michael Rechsteiner as Member of the Compensation Committee	G
Swisscom AG	28/03/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Kesko Oyj	30/03/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Hans Eckerstrom as Director	G
Tryg A/S	30/03/2023	Denmark	Elect Director	Director Election	Reelect Jukka Pertola as Member of Board	G
Elisa Oyj	05/04/2023	Finland	Ratify Auditors	Audit Related	Ratify KPMG as Auditors	G
Elisa Oyj	05/04/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Elisa Oyj	05/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Maher Chebbo, Kim Ignatius, Katriina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	G
Elisa Oyj	05/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Jolande Sap to Supervisory Board	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Sergio Ermotti as Director and Board Chair	G
Swiss Re AG	12/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
UPM-Kymmene Oyj	12/04/2023	Finland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditor for FY 2023	G
UPM-Kymmene Oyj	12/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Elect Pia Aaltonen-Forsell as New Director	G
UPM-Kymmene Oyj	12/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Beiersdorf AG	13/04/2023	Germany	Ratify Auditors	Audit Related	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	G
Beiersdorf AG	13/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G



## Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Geberit AG	19/04/2023	Switzerland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers AG as Auditors	G
Geberit AG	19/04/2023	Switzerland	Elect Director	Director Election	Reelect Eunice Zehnder-Lai as Director	G
Geberit AG	19/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	G
Geberit AG	19/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Grant Thornton Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Hermes International SCA	20/04/2023	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	G
Hermes International SCA	20/04/2023	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	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Emile Hermes SAS, General Manager	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Axel Dumas, General Manager	G
Hermes International SCA	20/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Hermes International SCA	20/04/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	G
Hermes International SCA	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of General Managers	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Dorothee Altmayer as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Renaud Mommeja as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Eric de Seynes as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Company Specific Organization Related	Miscellaneous	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	G
Hermes International SCA	20/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions	G
Hermes International SCA	20/04/2023	France	Approve Acquisition OR Issue Shares in Connection with Acquisition	Strategic Transactions	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Henri de Castries as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Andreas Umbach as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Andreas Umbach as Board Chair	G
SIG Group AG	20/04/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Akzo Nobel NV	21/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect D.M. Sluimers to Supervisory Board	G
Vivendi SE	24/04/2023	France	Authorize Directed Share Repurchase Program	Capitalization	Authorize Specific Buyback Program and Cancellation of Repurchased Share	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members and Chairman	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stephane Roussel, Management Board Member	G

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Celine Merle-Beral, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Claire Leost, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Maxime Saada, Management Board Member	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Management Board Members	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Francois Laroze, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Frederic Crepin, Management Board Member	G
Vivendi SE	24/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Cyrille Bollore as Supervisory Board Member	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Melody Meyer as Director	G
BP Plc	27/04/2023	United Kingdom	GHG Emissions	Environmental	Approve Shareholder Resolution on Climate Change Targets	E
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Cyril Janssen as Director	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Jan Berger as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Other Business	Routine Business	Additional Voting Instructions - Board of Directors Proposals (Voting)	G
DiaSorin SpA	28/04/2023	Italy	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G
DiaSorin SpA	28/04/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
DiaSorin SpA	28/04/2023	Italy	Approve Executive Share Option Plan	Compensation	Approve Stock Option Plan	G
Pearson Plc	28/04/2023	United Kingdom	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Directors (Bundled)	Director Election	Elect Directors for 2023-2026 Term	G
Unilever Plc	03/05/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Holcim Ltd.	04/05/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Knorr-Bremse AG	05/05/2023	Germany	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
Knorr-Bremse AG	05/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
HUGO BOSS AG	09/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Karl Gernandt as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Karl Gernandt as Member of the Compensation Committee	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
The Swatch Group AG	10/05/2023	Switzerland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers AG as Auditors	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Daniela Aeschlimann as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Nayla Hayek as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Georges Hayek as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Ernst Tanner as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Claude Nicollier as Director	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Director	Director Election	Reelect Jean-Pierre Roth as Director	G

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Ernst Tanner as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Georges Hayek as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Claude Nicollier as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Nayla Hayek as Board Chair	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Nayla Hayek as Member of the Compensation Committee	G
The Swatch Group AG	10/05/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Jennifer Xin-Zhe Li to the Supervisory Board	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Qi Lu to the Supervisory Board	G
Sampo Oyj	17/05/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
bioMerieux SA	23/05/2023	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 4,210,280	G
bioMerieux SA	23/05/2023	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 4,210,280	G
bioMerieux SA	23/05/2023	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	G
bioMerieux SA	23/05/2023	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	G
bioMerieux SA	23/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	G
bioMerieux SA	23/05/2023	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 18-20	G
bioMerieux SA	23/05/2023	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 4,210,280	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Vice-CEO	G
bioMerieux SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Pierre Boulud, Vice-CEO	G
bioMerieux SA	23/05/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
bioMerieux SA	23/05/2023	France	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Directors	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Anne-Gabrielle Heilbronner as Director	G
Sanofi	25/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Carrefour SA	26/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Mazars as Auditor	G
Carrefour SA	26/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G
Carrefour SA	26/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
Carrefour SA	26/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Bompard, Chairman and CEO	G
Carrefour SA	26/05/2023	France	Elect Director	Director Election	Reelect Alexandre Bompard as Director	G

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO since June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Didier Michaud-Daniel, CEO	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Lawrence A. Rosen to Supervisory Board	G
Severn Trent Plc	06/07/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Deloitte LLP as Auditors	G
United Utilities Group Plc	21/07/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint KPMG LLP as Auditors	G
Novartis AG	15/09/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G
Pernod Ricard SA	10/11/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Deloitte & Associates as Auditor	G
Barry Callebaut AG	06/12/2023	Switzerland	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors	G
Barry Callebaut AG	06/12/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Barry Callebaut AG	06/12/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Fernando Aguirre as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Markus Neuhaus as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Antoine de Saint-Affrique as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Tim Minges as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Nicolas Jacobs as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Yen Tan as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings	G
Barry Callebaut AG	06/12/2023	Switzerland	Other Business	Routine Business	Transact Other Business (Voting)	G

## Analysis of Votes Against Policy

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Melody Meyer as Director	G

## Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
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## Rejected Meetings

Company Name	Reject Reason	Meeting Date	Meeting Type	Market	Meeting ID
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## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Koninklijke DSM NV	23/01/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Koninklijke DSM NV	23/01/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Koninklijke DSM NV	23/01/2023	Netherlands	Approve Merger Agreement	Strategic Transactions	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	G
Kone Oyj	28/02/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
Kone Oyj	28/02/2023	Finland	Ratify Auditors	Audit Related	Ratify Ernst & Young as Auditors	G
Kone Oyj	28/02/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Kone Oyj	28/02/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Shares and Options without Preemptive Rights	G
Kone Oyj	28/02/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	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	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Ravi Kant as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Susan Duinhoven as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Iiris Herlin as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Elect Marcela Manubens as New Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Krishna Mikkilineni as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Elect Marika Fredriksson as New Director	G
Kone Oyj	28/02/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Nine	G
Kone Oyj	28/02/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	G
Kone Oyj	28/02/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Kone Oyj	28/02/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Kone Oyj	28/02/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	G
Kone Oyj	28/02/2023	Finland	Prepare and Approve List of Shareholders	Routine Business	Prepare and Approve List of Shareholders	G
Kone Oyj	28/02/2023	Finland	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Routine Business	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G
Kone Oyj	28/02/2023	Finland	Acknowledge Proper Convening of Meeting	Routine Business	Acknowledge Proper Convening of Meeting	G
Novozymes A/S	02/03/2023	Denmark	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	G
Novozymes A/S	02/03/2023	Denmark	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Novozymes A/S	02/03/2023	Denmark	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; Approve Remuneration for Committee Work	G
Novozymes A/S	02/03/2023	Denmark	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Novozymes A/S	02/03/2023	Denmark	Approve Remuneration Policy	Compensation	Amend Remuneration Policy	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Elect Sharon James as Director	G
Novozymes A/S	02/03/2023	Denmark	Elect Director	Director Election	Reelect Morten Otto Alexander Sommer as Director	G
Novozymes A/S	02/03/2023	Denmark	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	Director Related	Approve Indemnification of Members of the Board of Directors and Executive Management	G
Novozymes A/S	02/03/2023	Denmark	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Novozymes A/S	02/03/2023	Denmark	Approve Special/Interim Dividends	Routine Business	Authorize Board to Decide on the Distribution of Extraordinary Dividends	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Novozymes A/S	02/03/2023	Denmark	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of DKK 6 Per Share	G
Novozymes A/S	02/03/2023	Denmark	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G
Novartis AG	07/03/2023	Switzerland	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors	G
Novartis AG	07/03/2023	Switzerland	Approve Reduction in Share Capital	Capitalization	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	G
Novartis AG	07/03/2023	Switzerland	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	G
Novartis AG	07/03/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association	G
Novartis AG	07/03/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	G
Novartis AG	07/03/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	G
Novartis AG	07/03/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	G
Novartis AG	07/03/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Charles Sawyers as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Simon Moroney as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Frans van Houten as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Elect John Young as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Nancy Andrews as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Ana de Pro Gonzalo as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Joerg Reinhardt as Director and Board Chair	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Daniel Hochstrasser as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Bridgette Heller as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Elizabeth Doherty as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect William Winters as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Director	Director Election	Reelect Ton Buechner as Director	G
Novartis AG	07/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Simon Moroney as Member of the Compensation Committee	G
Novartis AG	07/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint William Winters as Member of the Compensation Committee	G
Novartis AG	07/03/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
Novartis AG	07/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Bridgette Heller as Member of the Compensation Committee	G
Novartis AG	07/03/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Novartis AG	07/03/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Peter Zahn as Independent Proxy	G
Novartis AG	07/03/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 3.20 per Share	G
Orsted A/S	07/03/2023	Denmark	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	G
Orsted A/S	07/03/2023	Denmark	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Elect Annica Bresky as New Director	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Reelect Peter Korsholm as Director	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Reelect Dieter Wimmer as Director	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Reelect Jorgen Kildah as Director	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Elect Andrew Brown as New Director	G
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Reelect Lene Skole (Vice Chair) as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Orsted A/S	07/03/2023	Denmark	Elect Director	Director Election	Reelect Julia King as Director	G
Orsted A/S	07/03/2023	Denmark	Approve Discharge of Management and Supervisory Board (Bundled)	Director Related	Approve Discharge of Management and Board	G
Orsted A/S	07/03/2023	Denmark	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Eight	G
Orsted A/S	07/03/2023	Denmark	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	G
Orsted A/S	07/03/2023	Denmark	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Orsted A/S	07/03/2023	Denmark	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditors	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Capitalization	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Stina Bergfors as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Kerstin Hessius as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Hans Biorck as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Arja Taaveniku as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Helene Barnekow as Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Director	Director Election	Reelect Carina Akerstromas Director	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Fix Number of Directors and/or Auditors	Director Related	Determine Number of Auditors (2)	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Fix Number of Directors and/or Auditors	Director Related	Determine Number of Directors (10)	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Director Related	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Elect Chairman of Meeting	Routine Business	Elect Chairman of Meeting	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Routine Business	Designate Inspector(s) of Minutes of Meeting	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Prepare and Approve List of Shareholders	Routine Business	Prepare and Approve List of Shareholders	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Acknowledge Proper Convening of Meeting	Routine Business	Acknowledge Proper Convening of Meeting	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Svenska Handelsbanken AB	22/03/2023	Sweden	Approve Minutes of Previous Meeting	Routine Business	Approve Agenda of Meeting	G
Nordea Bank Abp	23/03/2023	Finland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditors	G
Nordea Bank Abp	23/03/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
Nordea Bank Abp	23/03/2023	Finland	Authorize Reissuance of Repurchased Shares	Capitalization	Authorize Reissuance of Repurchased Shares	G
Nordea Bank Abp	23/03/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program in the Securities Trading Business	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Nordea Bank Abp	23/03/2023	Finland	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G
Nordea Bank Abp	23/03/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 30 Million Shares without Preemptive Rights	G
Nordea Bank Abp	23/03/2023	Finland	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Capitalization	Approve Issuance of Convertible Instruments without Preemptive Rights	G
Nordea Bank Abp	23/03/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	G
Nordea Bank Abp	23/03/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect Birger Steen as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect Kjersti Wiklund as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect John Maltby as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect Jonas Synnergren as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Elect Per Stromberg as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect Lene Skole as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect Arja Talma as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Elect Risto Murto as Director	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect Stephen Hester as Director (Chair)	G
Nordea Bank Abp	23/03/2023	Finland	Elect Director	Director Election	Reelect Petra van Hoeken as Director	G
Nordea Bank Abp	23/03/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Determine Number of Members (10) and Deputy Members (1) of Board	G
Nordea Bank Abp	23/03/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Nordea Bank Abp	23/03/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Nordea Bank Abp	23/03/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Novo Nordisk A/S	23/03/2023	Denmark	Approve Reduction in Share Capital	Capitalization	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	G
Novo Nordisk A/S	23/03/2023	Denmark	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Novo Nordisk A/S	23/03/2023	Denmark	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	G
Novo Nordisk A/S	23/03/2023	Denmark	Approve Remuneration Policy	Compensation	Amendment to Remuneration Policy for Board of Directors and Executive Management	G
Novo Nordisk A/S	23/03/2023	Denmark	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	G
Novo Nordisk A/S	23/03/2023	Denmark	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Novo Nordisk A/S	23/03/2023	Denmark	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Andreas Fibig as Director	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Laurence Debroux as Director	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Christina Law as Director	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Director	Director Election	Reelect Martin Mackay as Director	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Helge Lund as Board Chairman	G
Novo Nordisk A/S	23/03/2023	Denmark	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Henrik Poulsen as Vice Chairman	G
Novo Nordisk A/S	23/03/2023	Denmark	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Novo Nordisk A/S	23/03/2023	Denmark	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	G
Randstad NV	28/03/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Deloitte Accountants BV as Auditors	G
Randstad NV	28/03/2023	Netherlands	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers Accountants NV as Auditors	G
Randstad NV	28/03/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Randstad NV	28/03/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Repurchased Shares	G
Randstad NV	28/03/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	G
Randstad NV	28/03/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Randstad NV	28/03/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Cees 't Hart to Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Jeroen Drost to Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Laurence Debroux to Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Approve Executive Appointment	Director Related	Elect Myriam Beatove Moreale to Management Board	G
Randstad NV	28/03/2023	Netherlands	Approve Executive Appointment	Director Related	Elect Jorge Vazquez to Management Board	G
Randstad NV	28/03/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Randstad NV	28/03/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends of EUR 2.85 Per Share	G
Randstad NV	28/03/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
SGS SA	28/03/2023	Switzerland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers SA as Auditors	G
SGS SA	28/03/2023	Switzerland	Approve Stock Split	Capitalization	Approve 1:25 Stock Split	G
SGS SA	28/03/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	G
SGS SA	28/03/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	G
SGS SA	28/03/2023	Switzerland	Amend Articles/Charter Compensation-Related	Company Articles	Amend Articles Re: Rules on Remuneration	G
SGS SA	28/03/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Non-Binding)	G
SGS SA	28/03/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	G
SGS SA	28/03/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	G
SGS SA	28/03/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	G
SGS SA	28/03/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Shelby du Pasquier as Director	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Kory Sorenson as Director	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Janet Vergis as Director	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Sami Atiya as Director	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Ian Gallienne as Director	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Phyllis Cheung as Director	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Elect Jens Riedel as Director	G
SGS SA	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Tobias Hartmann as Director	G
SGS SA	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Sami Atiya as Member of the Compensation Committee	G
SGS SA	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Ian Gallienne as Member of the Compensation Committee	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
SGS SA	28/03/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
SGS SA	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Kory Sorenson as Member of the Compensation Committee	G
SGS SA	28/03/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
SGS SA	28/03/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 80.00 per Share	G
SGS SA	28/03/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Notaires a Carouge as Independent Proxy	G
SGS SA	28/03/2023	Switzerland	Amend Corporate Purpose	Routine Business	Amend Corporate Purpose	G
Swisscom AG	28/03/2023	Switzerland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers AG as Auditors	G
Swisscom AG	28/03/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association	G
Swisscom AG	28/03/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles Re: General Meeting	G
Swisscom AG	28/03/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Shares and Share Register	G
Swisscom AG	28/03/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Editorial Changes Relating to the Qualified Majority for Adoption of Resolutions	G
Swisscom AG	28/03/2023	Switzerland	Amend Articles Board-Related	Company Articles	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	G
Swisscom AG	28/03/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 10.4 Million for Fiscal Year 2023	G
Swisscom AG	28/03/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Non-Binding)	G
Swisscom AG	28/03/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million for Fiscal Year 2024	G
Swisscom AG	28/03/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Guus Dekkers as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Alain Carrupt as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Sandra Lathion-Zweifel as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Roland Abt as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Anna Mossberg as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Elect Monique Bourquin as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Director	Director Election	Reelect Frank Esser as Director	G
Swisscom AG	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Appoint Monique Bourquin as Member of the Compensation Committee	G
Swisscom AG	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Frank Esser as Member of the Compensation Committee	G
Swisscom AG	28/03/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Roland Abt as Member of the Compensation Committee	G
Swisscom AG	28/03/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
Swisscom AG	28/03/2023	Switzerland	Approve/Amend Corporate Social Responsibility Charter/Policy	E&S Blended	Amend Articles Re: Sustainability Clause	E, S
Swisscom AG	28/03/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Reber Rechtsanwaelte as Independent Proxy	G
Swisscom AG	28/03/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Swisscom AG	28/03/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 22 per Share	G
Enagas SA	29/03/2023	Spain	Amend Articles Board-Related	Company Articles	Add New Article 45 bis Re: Composition, Powers and Functioning of Remuneration Committee	G
Enagas SA	29/03/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Articles Re: Remuneration Committee and Sustainability and Appointments Committee	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Enagas SA	29/03/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Article 45 Re: Composition, Powers and Functioning of Sustainability and Appointments Committee	G
Enagas SA	29/03/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Enagas SA	29/03/2023	Spain	Elect Director	Director Election	Reelect Santiago Ferrer Costa as Director	G
Enagas SA	29/03/2023	Spain	Elect Director	Director Election	Reelect Eva Patricia Urbez Sanz as Director	G
Enagas SA	29/03/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
Enagas SA	29/03/2023	Spain	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at 15	G
Enagas SA	29/03/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Enagas SA	29/03/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Enagas SA	29/03/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Enagas SA	29/03/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
Enagas SA	29/03/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Article 5 of General Meeting Regulations Re: Convening of General Meetings	G
CaixaBank SA	30/03/2023	Spain	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers as Auditor	G
CaixaBank SA	30/03/2023	Spain	Approve/Amend Deferred Share Bonus Plan	Compensation	Approve 2023 Variable Remuneration Scheme	G
CaixaBank SA	30/03/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
CaixaBank SA	30/03/2023	Spain	Approve Remuneration Policy	Compensation	Amend Remuneration Policy	G
CaixaBank SA	30/03/2023	Spain	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors	G
CaixaBank SA	30/03/2023	Spain	Fix Maximum Variable Compensation Ratio	Compensation	Fix Maximum Variable Compensation Ratio	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Reelect Gonzalo Gortazar Rotaache as Director	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Reelect Cristina Garmendia Mendizabal as Director	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Reelect Amparo Moraleda Martinez as Director	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Elect Peter Loscher as Director	G
CaixaBank SA	30/03/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
CaixaBank SA	30/03/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
CaixaBank SA	30/03/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
CaixaBank SA	30/03/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
CaixaBank SA	30/03/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
Kesko Oyj	30/03/2023	Finland	Ratify Auditors	Audit Related	Ratify Deloitte as Auditors	G
Kesko Oyj	30/03/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
Kesko Oyj	30/03/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	G
Kesko Oyj	30/03/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Kesko Oyj	30/03/2023	Finland	Amend Articles Board-Related	Company Articles	Amend Articles Re: Board of Directors and Term of Office	G
Kesko Oyj	30/03/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Kesko Oyj	30/03/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Kesko Oyj	30/03/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Kesko Oyj	30/03/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	G
Kesko Oyj	30/03/2023	Finland	Approve Charitable Donations	Social	Approve Charitable Donations of up to EUR 300,000	S
Novozymes A/S	30/03/2023	Denmark	Amend Articles Board-Related	Company Articles	Amend Articles Re: Number of Directors	G
Novozymes A/S	30/03/2023	Denmark	Amend Articles Board-Related	Company Articles	Amend Articles Re: Indemnification	G
Novozymes A/S	30/03/2023	Denmark	Approve Remuneration Policy	Compensation	Amend Remuneration Policy	G
Novozymes A/S	30/03/2023	Denmark	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	Director Related	Approve Indemnification of Members of the Board of Directors and Executive Management	G
Novozymes A/S	30/03/2023	Denmark	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G
Novozymes A/S	30/03/2023	Denmark	Approve Merger Agreement	Strategic Transactions	Approve Merger Agreement with Chr. Hansen Holding A/S	G
Swedbank AB	30/03/2023	Sweden	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditors	G
Swedbank AB	30/03/2023	Sweden	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Capitalization	Approve Issuance of Convertibles without Preemptive Rights	G
Swedbank AB	30/03/2023	Sweden	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Swedbank AB	30/03/2023	Sweden	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase Authorization for Trading in Own Shares	G
Swedbank AB	30/03/2023	Sweden	Approve/Amend Deferred Share Bonus Plan	Compensation	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	G
Swedbank AB	30/03/2023	Sweden	Approve/Amend Deferred Share Bonus Plan	Compensation	Approve Common Deferred Share Bonus Plan (Eken 2023)	G
Swedbank AB	30/03/2023	Sweden	Approve Equity Plan Financing	Compensation	Approve Equity Plan Financing	G
Swedbank AB	30/03/2023	Sweden	Approve Remuneration of Directors and Auditors	Compensation	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G
Swedbank AB	30/03/2023	Sweden	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Swedbank AB	30/03/2023	Sweden	Approve Remuneration Policy	Compensation	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Goran Persson as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Helena Liljedahl as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Annika Creutzler as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Biljana Pehrsson as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Bengt Erik Lindgren as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Kerstin Hermansson as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Biorn Riese as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Anna Mossberg as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Goran Bengtsson as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Director	Director Election	Reelect Per Olof Nyman as Director	G
Swedbank AB	30/03/2023	Sweden	Elect Member of Nominating Committee	Director Related	Approve Nomination Committee Procedures	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Camilla Linder	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Bengt Erik Lindgren	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Jens Henriksson	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Goran Bengtson	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Roger Ljung	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Hans Eckerstrom	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Kerstin Hermansson	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Bo Bengtsson	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Henrik Joelsson	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Helena Liljedahl	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Anna Mossberg	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Per Olof Nyman	G
Swedbank AB	30/03/2023	Sweden	Elect Board Chairman/Vice-Chairman	Director Related	Elect Goran Persson as Board Chairman	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Biljana Pehrsson	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Biorn Riese	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Bo Magnusson	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Goran Persson	G
Swedbank AB	30/03/2023	Sweden	Fix Number of Directors and/or Auditors	Director Related	Determine Number of Members (11) and Deputy Members of Board (0)	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Annika Creutzer	G
Swedbank AB	30/03/2023	Sweden	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Ake Skoglund	G
Swedbank AB	30/03/2023	Sweden	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Swedbank AB	30/03/2023	Sweden	Elect Chairman of Meeting	Routine Business	Elect Chairman of Meeting	G
Swedbank AB	30/03/2023	Sweden	Approve Minutes of Previous Meeting	Routine Business	Approve Agenda of Meeting	G
Swedbank AB	30/03/2023	Sweden	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of SEK 9.75 Per Share	G
Swedbank AB	30/03/2023	Sweden	Acknowledge Proper Convening of Meeting	Routine Business	Acknowledge Proper Convening of Meeting	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Tryg A/S	30/03/2023	Denmark	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditor	G
Tryg A/S	30/03/2023	Denmark	Approve Reduction in Share Capital	Capitalization	Approve DKK 99 Million Reduction in Share Capital via Share Cancellation	G
Tryg A/S	30/03/2023	Denmark	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Tryg A/S	30/03/2023	Denmark	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of DKK 317.4 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 314.4 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 314.4 Million	G
Tryg A/S	30/03/2023	Denmark	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	G
Tryg A/S	30/03/2023	Denmark	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Tryg A/S	30/03/2023	Denmark	Approve Remuneration Policy	Compensation	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G
Tryg A/S	30/03/2023	Denmark	Elect Director	Director Election	Reelect Carl-Viggo Ostlund as Member of Board	G
Tryg A/S	30/03/2023	Denmark	Elect Director	Director Election	Elect Steffen Kragh as Director	G
Tryg A/S	30/03/2023	Denmark	Elect Director	Director Election	Reelect Mari Thjomoe as Member of Board	G
Tryg A/S	30/03/2023	Denmark	Elect Director	Director Election	Elect Thomas Hofman-Bang as Director	G
Tryg A/S	30/03/2023	Denmark	Elect Director	Director Election	Reelect Mengmeng Du as Member of Board	G
Tryg A/S	30/03/2023	Denmark	Approve Discharge of Management and Supervisory Board (Bundled)	Director Related	Approve Discharge of Management and Board	G
Tryg A/S	30/03/2023	Denmark	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Omission of Dividends	G
Tryg A/S	30/03/2023	Denmark	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Tryg A/S	30/03/2023	Denmark	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G
EDP Renovaveis SA	04/04/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	G
EDP Renovaveis SA	04/04/2023	Spain	Amend Articles Board-Related	Company Articles	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Remuneration Policy	Compensation	Amend Remuneration Policy	G
EDP Renovaveis SA	04/04/2023	Spain	Elect Director	Director Election	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	G
EDP Renovaveis SA	04/04/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
EDP Renovaveis SA	04/04/2023	Spain	Approve Transaction with a Related Party	Non-Routine Business	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Transaction with a Related Party	Non-Routine Business	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	G
EDP Renovaveis SA	04/04/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Stock Dividend Program	Routine Business	Approve Scrip Dividends	G
EDP Renovaveis SA	04/04/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
EDP Renovaveis SA	04/04/2023	Spain	Receive/Approve Report/Announcement	Routine Business	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Treatment of Net Loss	Routine Business	Approve Treatment of Net Loss	G
Deutsche Telekom AG	05/04/2023	Germany	Ratify Auditors	Audit Related	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	G
Deutsche Telekom AG	05/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Deutsche Telekom AG	05/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Harald Krueger to the Supervisory Board	G
Deutsche Telekom AG	05/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Reinhard Ploss to the Supervisory Board	G
Deutsche Telekom AG	05/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Margret Suckale to the Supervisory Board	G
Deutsche Telekom AG	05/04/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Deutsche Telekom AG	05/04/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Deutsche Telekom AG	05/04/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Deutsche Telekom AG	05/04/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G
Elisa Oyj	05/04/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
Elisa Oyj	05/04/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Elisa Oyj	05/04/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 15 Million Shares without Preemptive Rights	G
Elisa Oyj	05/04/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 86,000 for Vice Chairman and the Chairman of the Committees, and EUR 71,000 for Other Directors; Approve Meeting Fees	G
Elisa Oyj	05/04/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Elisa Oyj	05/04/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Eight	G
Elisa Oyj	05/04/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.15 Per Share	G
Elisa Oyj	05/04/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Ratify Auditors	Audit Related	Ratify Ernst & Young AG as Auditors	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Share Register	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 6 Million	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Catherine Bessant as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Peter Maurer as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Christoph Franz as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Joan Amble as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Barry Stowe as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Dame Carnwath as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Monica Maechler as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Michael Halbherr as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Jasmin Staiblin as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Kishore Mahbubani as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Sabine Keller-Busse as Director	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Director	Director Election	Reelect Michel Lies as Director and Board Chair	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Kishore Mahbubani as Member of the Compensation Committee	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Christoph Franz as Member of the Compensation Committee	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Jasmin Staiblin as Member of the Compensation Committee	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Catherine Bessant as Member of the Compensation Committee	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Michel Lies as Member of the Compensation Committee	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 24.00 per Share	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Zurich Insurance Group AG	06/04/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Keller AG as Independent Proxy	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify KPMG Accountants N.V. as Auditors	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Board to Acquire Common Shares	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Repurchased Shares	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Julia Vander Ploeg to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Peter Agnefjall to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Katie Doyle to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Bill McEwan to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Executive Appointment	Director Related	Reelect Frans Muller to Management Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Executive Appointment	Director Related	Elect JJ Fleeman to Management Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Royal KPN NV	12/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Ernst & Young Accountants LLP as Auditors	G
Royal KPN NV	12/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Royal KPN NV	12/04/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Reduction in Share Capital through Cancellation of Shares	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Royal KPN NV	12/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Royal KPN NV	12/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
Royal KPN NV	12/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Frank Heemskerk to Supervisory Board	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Herman Dijkhuizen to Supervisory Board	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Ben Noteboom to Supervisory Board	G
Royal KPN NV	12/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Royal KPN NV	12/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Royal KPN NV	12/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Royal KPN NV	12/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Swiss Re AG	12/04/2023	Switzerland	Ratify Auditors	Audit Related	Ratify KPMG as Auditors	G
Swiss Re AG	12/04/2023	Switzerland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	G
Swiss Re AG	12/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	G
Swiss Re AG	12/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association	G
Swiss Re AG	12/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	G
Swiss Re AG	12/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	G
Swiss Re AG	12/04/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Swiss Re AG	12/04/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 9.2 Million	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Philip Ryan as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Larry Zimpleman as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Joerg Reinhardt as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Paul Tucker as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Joachim Oechslin as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Jacques de Vaucleroy as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Karen Gavan as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Jay Ralph as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Reelect Deanna Ong as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Elect Vanessa Lau as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Director	Director Election	Elect Pia Tischhauser as Director	G
Swiss Re AG	12/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Appoint Jay Ralph as Member of the Compensation Committee	G
Swiss Re AG	12/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Karen Gavan as Member of the Compensation Committee	G
Swiss Re AG	12/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	G
Swiss Re AG	12/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Joerg Reinhardt as Member of the Compensation Committee	G
Swiss Re AG	12/04/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board of Directors	G
Swiss Re AG	12/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Deanna Ong as Member of the Compensation Committee	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Swiss Re AG	12/04/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Proxy Voting Services GmbH as Independent Proxy	G
Swiss Re AG	12/04/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of USD 6.40 per Share	G
Swiss Re AG	12/04/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
UPM-Kymmene Oyj	12/04/2023	Finland	Ratify Auditors	Audit Related	Ratify Ernst & Young Oy as Auditor for FY 2024	G
UPM-Kymmene Oyj	12/04/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 25 Million Shares without Preemptive Rights	G
UPM-Kymmene Oyj	12/04/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
UPM-Kymmene Oyj	12/04/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Remuneration of Directors in the Amount of EUR 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
UPM-Kymmene Oyj	12/04/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Nine	G
UPM-Kymmene Oyj	12/04/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Charitable Donations	Social	Authorize Charitable Donations	S
Beiersdorf AG	13/04/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Beiersdorf AG	13/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Uta Kemmerich-Keil to the Supervisory Board	G
Beiersdorf AG	13/04/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Beiersdorf AG	13/04/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Beiersdorf AG	13/04/2023	Germany	Elect Alternate/Deputy Directors	Director Related	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	G
Beiersdorf AG	13/04/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Beiersdorf AG	13/04/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G
Geberit AG	19/04/2023	Switzerland	Approve Reduction in Share Capital	Capitalization	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	G
Geberit AG	19/04/2023	Switzerland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	G
Geberit AG	19/04/2023	Switzerland	Amend Articles Board-Related	Company Articles	Amend Articles Re: Board Resolutions	G
Geberit AG	19/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association	G
Geberit AG	19/04/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Board Meetings; Electronic Communication	G
Geberit AG	19/04/2023	Switzerland	Amend Articles/Bylaws/Charter – Routine	Company Articles	Amend Articles Re: Editorial Changes	G
Geberit AG	19/04/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Share Register and Nominees	G
Geberit AG	19/04/2023	Switzerland	Amend Articles Board-Related	Company Articles	Amend Articles Re: Age Limit for Board and Compensation Committee Members	G
Geberit AG	19/04/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Geberit AG	19/04/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	G



## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Geberit AG	19/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	G
Geberit AG	19/04/2023	Switzerland	Elect Director	Director Election	Reelect Werner Karlen as Director	G
Geberit AG	19/04/2023	Switzerland	Elect Director	Director Election	Reelect Thomas Bachmann as Director	G
Geberit AG	19/04/2023	Switzerland	Elect Director	Director Election	Reelect Felix Ehrat as Director	G
Geberit AG	19/04/2023	Switzerland	Elect Director	Director Election	Reelect Bernadette Koch as Director	G
Geberit AG	19/04/2023	Switzerland	Elect Director	Director Election	Reelect Albert Baehny as Director and Board Chair	G
Geberit AG	19/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	G
Geberit AG	19/04/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board of Directors	G
Geberit AG	19/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	G
Geberit AG	19/04/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Roger Mueller as Independent Proxy	G
Geberit AG	19/04/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Geberit AG	19/04/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 12.60 per Share	G
Geberit AG	19/04/2023	Switzerland	Amend Corporate Purpose	Routine Business	Amend Corporate Purpose	G
Heineken NV	20/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Deloitte Accountants B.V. as Auditors	G
Heineken NV	20/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Heineken NV	20/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	G
Heineken NV	20/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Heineken NV	20/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect M.R. de Carvalho to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect L.J. Hijmans van den Bergh to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect R.L. Ripley to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect B. Pardo to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Executive Directors	G
Heineken NV	20/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Heineken NV	20/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Hermes International SCA	20/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	G
Hermes International SCA	20/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Hermes International SCA	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	G
Hermes International SCA	20/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Monique Cohen as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of General Managers	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Hermes International SCA	20/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Hermes International SCA	20/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 13 per Share	G
Hermes International SCA	20/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Hermes International SCA	20/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Ratify Alternate Auditor	Audit Related	Appoint Alternate Auditor for 2022-2024 Period	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Discharge of Management and Supervisory Board (Bundled)	Director Related	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Individual and Consolidated Financial Statements and Statutory Reports	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Nestle SA	20/04/2023	Switzerland	Ratify Auditors	Audit Related	Ratify Ernst & Young AG as Auditors	G
Nestle SA	20/04/2023	Switzerland	Approve Reduction in Share Capital	Capitalization	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	G
Nestle SA	20/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	G
Nestle SA	20/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association	G
Nestle SA	20/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	G
Nestle SA	20/04/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	G
Nestle SA	20/04/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Patrick Aebischer as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Dick Boer as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Elect Marie-Gabrielle Ineichen-Fleisch as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Renato Fassbind as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Luca Maestri as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Chris Leong as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Elect Rainer Blair as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Paul Bulcke as Director and Board Chair	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Lindiwe Sibanda as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Ulf Schneider as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Pablo Isla as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Kimberly Ross as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Dinesh Paliwal as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Hanne Jimenez de Mora as Director	G
Nestle SA	20/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Patrick Aebischer as Member of the Compensation Committee	G
Nestle SA	20/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Dinesh Paliwal as Member of the Compensation Committee	G
Nestle SA	20/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Dick Boer as Member of the Compensation Committee	G
Nestle SA	20/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Pablo Isla as Member of the Compensation Committee	G
Nestle SA	20/04/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
Nestle SA	20/04/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 2.95 per Share	G
Nestle SA	20/04/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Hartmann Dreyer as Independent Proxy	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Nestle SA	20/04/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
RELX Plc	20/04/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Ernst & Young LLP as Auditors	G
RELX Plc	20/04/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
RELX Plc	20/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
RELX Plc	20/04/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
RELX Plc	20/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
RELX Plc	20/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
RELX Plc	20/04/2023	United Kingdom	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
RELX Plc	20/04/2023	United Kingdom	Approve Restricted Stock Plan	Compensation	Approve Long-Term Incentive Plan	G
RELX Plc	20/04/2023	United Kingdom	Approve or Amend Option Plan for Overseas Employees	Compensation	Approve Employee Share Purchase Plan	G
RELX Plc	20/04/2023	United Kingdom	Approve Restricted Stock Plan	Compensation	Approve Executive Share Ownership Scheme	G
RELX Plc	20/04/2023	United Kingdom	Approve Qualified Employee Stock Purchase Plan	Compensation	Approve Sharesave Plan	G
RELX Plc	20/04/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Suzanne Wood as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Andrew Sukawaty as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Marike van Lier Lels as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Elect Alistair Cox as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Paul Walker as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect June Felix as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Nick Luff as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Robert MacLeod as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Charlotte Hogg as Director	G
RELX Plc	20/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Erik Engstrom as Director	G
RELX Plc	20/04/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
RELX Plc	20/04/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
RELX Plc	20/04/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
SIG Group AG	20/04/2023	Switzerland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers AG as Auditors	G
SIG Group AG	20/04/2023	Switzerland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	G
SIG Group AG	20/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association	G
SIG Group AG	20/04/2023	Switzerland	Amend Articles/Charter Compensation-Related	Company Articles	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	G
SIG Group AG	20/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	G
SIG Group AG	20/04/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	G
SIG Group AG	20/04/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Non-Binding)	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Mariel Hoch as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Martine Snels as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Werner Bauer as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Wah-Hui Chu as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Matthias Waehren as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Elect Florence Jeantet as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Abdallah al Obeikan as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Director	Director Election	Reelect Laurens Last as Director	G
SIG Group AG	20/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Wah-Hui Chu as Member of the Compensation Committee	G
SIG Group AG	20/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Mariel Hoch as Member of the Compensation Committee	G
SIG Group AG	20/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Appoint Matthias Waehren as Member of the Compensation Committee	G
SIG Group AG	20/04/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
SIG Group AG	20/04/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Keller AG as Independent Proxy	G
SIG Group AG	20/04/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
SIG Group AG	20/04/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
SIG Group AG	20/04/2023	Switzerland	Approve Dividends	Routine Business	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	G
SIG Group AG	20/04/2023	Switzerland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	G
SIG Group AG	20/04/2023	Switzerland	Amend Corporate Purpose	Routine Business	Amend Corporate Purpose	G
Akzo Nobel NV	21/04/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Authorize Cancellation of Repurchased Shares	G
Akzo Nobel NV	21/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Akzo Nobel NV	21/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Akzo Nobel NV	21/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
Akzo Nobel NV	21/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Akzo Nobel NV	21/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect J. Poots-Bijl to Supervisory Board	G
Akzo Nobel NV	21/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect B.J. Noteboom to Supervisory Board	G
Akzo Nobel NV	21/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Akzo Nobel NV	21/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Akzo Nobel NV	21/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Akzo Nobel NV	21/04/2023	Netherlands	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Vivendi SE	24/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Deloitte & Associates as Auditor	G
Vivendi SE	24/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	G
Vivendi SE	24/04/2023	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 600 Million	G
Vivendi SE	24/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Vivendi SE	24/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	G
Vivendi SE	24/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Cedric de Baillencourt, Management Board Member	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Vivendi SE	24/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Herve Philippe, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Management Board	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Gilles Alix, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Simon Gillham, Management Board Member	G
Vivendi SE	24/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Vivendi SE	24/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Vivendi SE	24/04/2023	France	Elect Supervisory Board Member	Director Election	Elect Sebastien Bollere as Supervisory Board Member	G
Vivendi SE	24/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Vivendi SE	24/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Vivendi SE	24/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Vivendi SE	24/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	G
Vivendi SE	24/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Assicurazioni Generali SpA	26/04/2023	Italy	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Audit Related	Slate Submitted by Institutional Investors (Assogestioni)	G
Assicurazioni Generali SpA	26/04/2023	Italy	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Adjust Remuneration of External Auditors	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Restricted Stock Plan	Compensation	Approve Long Term Incentive Plan 2023-2025	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve/Amend All Employee Share Schemes	Compensation	Approve Share Plan for Generali Group Employees	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve/Amend All Employee Share Schemes	Compensation	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Assicurazioni Generali SpA	26/04/2023	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Second Section of the Remuneration Report	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Equity Plan Financing	Compensation	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	G
Assicurazioni Generali SpA	26/04/2023	Italy	Elect Director	Director Election	Elect Stefano Marsaglia as Director	G
Assicurazioni Generali SpA	26/04/2023	Italy	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	Director Related	Approve Internal Auditors' Remuneration	G
Assicurazioni Generali SpA	26/04/2023	Italy	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Bunzl Plc	26/04/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint PricewaterhouseCoopers LLP as Auditors	G
Bunzl Plc	26/04/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise Board to Fix Remuneration of Auditors	G
Bunzl Plc	26/04/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
Bunzl Plc	26/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Bunzl Plc	26/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
Bunzl Plc	26/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	G
Bunzl Plc	26/04/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Vin Murria as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Elect Pam Kirby as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Peter Ventress as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Vanda Murray as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Stephan Nanninga as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Richard Howes as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Lloyd Pitchford as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Elect Jacky Simmonds as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Frank van Zanten as Director	G
Bunzl Plc	26/04/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
Bunzl Plc	26/04/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Bunzl Plc	26/04/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
AstraZeneca Plc	27/04/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint PricewaterhouseCoopers LLP as Auditors	G
AstraZeneca Plc	27/04/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise Board to Fix Remuneration of Auditors	G
AstraZeneca Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
AstraZeneca Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
AstraZeneca Plc	27/04/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
AstraZeneca Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
AstraZeneca Plc	27/04/2023	United Kingdom	Adopt New Articles of Association/Charter	Company Articles	Adopt New Articles of Association	G
AstraZeneca Plc	27/04/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Diana Layfield as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Pascal Soriot as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Sheri McCoy as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Andreas Rummelt as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Philip Broadley as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Marcus Wallenberg as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Michel Demare as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Deborah DiSanzo as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Aradhana Sarin as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Euan Ashley as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Tony Mok as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Nazneen Rahman as Director	G
AstraZeneca Plc	27/04/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
AstraZeneca Plc	27/04/2023	United Kingdom	Approve Dividends	Routine Business	Approve Dividends	G
AstraZeneca Plc	27/04/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
AstraZeneca Plc	27/04/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
AXA SA	27/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	G
AXA SA	27/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
AXA SA	27/04/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	G
AXA SA	27/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	G
AXA SA	27/04/2023	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 2 Billion	G
AXA SA	27/04/2023	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 500 Million	G
AXA SA	27/04/2023	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	G
AXA SA	27/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
AXA SA	27/04/2023	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 500 Million	G
AXA SA	27/04/2023	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	G
AXA SA	27/04/2023	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 with Preemptive Rights for Up to EUR 2 Billion	G
AXA SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Thomas Buberl, CEO	G
AXA SA	27/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
AXA SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
AXA SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
AXA SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	G
AXA SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO	G
AXA SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
AXA SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	G
AXA SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
AXA SA	27/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
AXA SA	27/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.70 per Share	G
AXA SA	27/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
AXA SA	27/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
AXA SA	27/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
BP Plc	27/04/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
BP Plc	27/04/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Deloitte LLP as Auditors	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
BP Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
BP Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
BP Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
BP Plc	27/04/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
BP Plc	27/04/2023	United Kingdom	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
BP Plc	27/04/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Elect Amanda Blanc as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Bernard Looney as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Helge Lund as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Paula Reynolds as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Elect Satish Pai as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Murray Auchincloss as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Sir John Sawers as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Elect Hina Nagarajan as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Karen Richardson as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Tushar Morzaria as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Johannes Teyssen as Director	G
BP Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Pamela Daley as Director	G
BP Plc	27/04/2023	United Kingdom	GHG Emissions	Environmental	Approve Shareholder Resolution on Climate Change Targets	E
BP Plc	27/04/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
BP Plc	27/04/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
BP Plc	27/04/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Ernst & Young LLP as Auditors	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise Board to Fix Remuneration of Auditors	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Authorize Directed Share Repurchase Program	Capitalization	Authorise Off-Market Purchase of Shares from Consortium Shareholders	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Martin Brand as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Tsega Gebreyes as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Val Rahmani as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Dominic Blakemore as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Elect William Vereker as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Douglas Steenland as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Ashok Vaswani as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Don Robert as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Elect Scott Guthrie as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Kathleen DeRose as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Cressida Hogg as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Anna Manz as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Elect Director	Director Election	Re-elect David Schwimmer as Director	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
London Stock Exchange Group Plc	27/04/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
UCB SA	27/04/2023	Belgium	Approve Change-of-Control Clause	Capitalization	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 2 November 2022	G
UCB SA	27/04/2023	Belgium	Approve Change-of-Control Clause	Capitalization	Approve Change-of-Control Clause Re: EMTN Program Renewal	G
UCB SA	27/04/2023	Belgium	Approve Change-of-Control Clause	Capitalization	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement	G
UCB SA	27/04/2023	Belgium	Approve Restricted Stock Plan	Compensation	Approve Long-Term Incentive Plans	G
UCB SA	27/04/2023	Belgium	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Elect Maelys Castella as Director	G
UCB SA	27/04/2023	Belgium	Indicate X as Independent Board Member	Director Related	Indicate Jan Berger as Independent Director	G
UCB SA	27/04/2023	Belgium	Approve Discharge of Auditors	Director Related	Approve Discharge of Auditors	G
UCB SA	27/04/2023	Belgium	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Directors	G
UCB SA	27/04/2023	Belgium	Indicate X as Independent Board Member	Director Related	Indicate Maelys Castella as Independent Director	G
UCB SA	27/04/2023	Belgium	Approve Financial Statements, Allocation of Income, and Discharge Directors	Routine Business	Approve Financial Statements, Allocation of Income and Dividends of EUR 1.33 per Share	G
Baloise Holding AG	28/04/2023	Switzerland	Ratify Auditors	Audit Related	Ratify Ernst & Young AG as Auditors	G
Baloise Holding AG	28/04/2023	Switzerland	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights	G
Baloise Holding AG	28/04/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	G
Baloise Holding AG	28/04/2023	Switzerland	Amend Articles/Charter Compensation-Related	Company Articles	Amend Articles Re: Compensation of Board and Senior Management	G
Baloise Holding AG	28/04/2023	Switzerland	Amend Articles Board-Related	Company Articles	Amend Articles Re: Board Meetings and Resolutions; Electronic Communication	G
Baloise Holding AG	28/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	G
Baloise Holding AG	28/04/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Non-Binding)	G
Baloise Holding AG	28/04/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	G
Baloise Holding AG	28/04/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Claudia Dill as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Christoph Maeder as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Hans-Joerg Schmidt-Trenz as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Karin Diedenhofen as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Maya Bundt as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Hugo Lasat as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Thomas von Planta as Director and Board Chair	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Christoph Gloor as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Baloise Holding AG	28/04/2023	Switzerland	Elect Director	Director Election	Reelect Markus Neuhaus as Director	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Karin Diedenhofen as Member of the Compensation Committee	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Christoph Gloor as Member of the Compensation Committee	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	G
Baloise Holding AG	28/04/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Christoph Maeder as Member of the Compensation Committee	G
Baloise Holding AG	28/04/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
Baloise Holding AG	28/04/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 7.40 per Share	G
Baloise Holding AG	28/04/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Baloise Holding AG	28/04/2023	Switzerland	Change Company Name	Routine Business	Change Company Name to Baloise Holding AG	G
Baloise Holding AG	28/04/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Christophe Sarasin as Independent Proxy	G
DiaSorin SpA	28/04/2023	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Second Section of the Remuneration Report	G
DiaSorin SpA	28/04/2023	Italy	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
DiaSorin SpA	28/04/2023	Italy	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Pearson Plc	28/04/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Ernst & Young LLP as Auditors	G
Pearson Plc	28/04/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
Pearson Plc	28/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
Pearson Plc	28/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights	G
Pearson Plc	28/04/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	G
Pearson Plc	28/04/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
Pearson Plc	28/04/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Graeme Pitkethly as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Annette Thomas as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Sherry Coutu as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Sally Johnson as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Omid Kordestani as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Esther Lee as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Lincoln Wallen as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Andy Bird as Director	G
Pearson Plc	28/04/2023	United Kingdom	Elect Director	Director Election	Re-elect Tim Score as Director	G
Pearson Plc	28/04/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
Pearson Plc	28/04/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Pearson Plc	28/04/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Galp Energia SGPS SA	03/05/2023	Portugal	Ratify Auditors	Audit Related	Appoint Auditor for 2023-2026 Term	G
Galp Energia SGPS SA	03/05/2023	Portugal	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Repurchase and Reissuance of Shares and Bonds	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Reduction in Share Capital	Capitalization	Approve Reduction in Share Capital	G
Galp Energia SGPS SA	03/05/2023	Portugal	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Article 10	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Galp Energia SGPS SA	03/05/2023	Portugal	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Director Related	Elect Fiscal Council Members for 2023-2026 Term	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Discharge of Management and Supervisory Board (Bundled)	Director Related	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Members of Remuneration Committee (Bundled)	Director Related	Elect Remuneration Committee Members for 2023-2026 Term and Approve Committee Remuneration and Regulations	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Standard Accounting Transfers	Routine Business	Approve Standard Accounting Transfers	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Chairman of Meeting	Routine Business	Elect General Meeting Board for 2023-2026 Term	G
Galp Energia SGPS SA	03/05/2023	Portugal	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Individual and Consolidated Financial Statements and Statutory Reports	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint KPMG LLP as Auditors	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Elane Stock as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Elect Jeremy Darroch as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Alan Stewart as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Mehmood Khan as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Nicandro Durante as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Chris Sinclair as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Margherita Della Valle as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Andrew Bonfield as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Elect Tamara Ingram as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Mary Harris as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Olivier Bohuon as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Pam Kirby as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Jeff Carr as Director	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
Reckitt Benckiser Group Plc	03/05/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint BDO LLP as Auditors	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise Board to Fix Remuneration of Auditors	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Approve Reduction/Cancellation of Share Premium Account	Capitalization	Approve Cancellation of the Share Premium Account	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Karen Whitworth as Director	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Wu Gang as Director	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Elizabeth Brown as Director	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Aubrey Adams as Director	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Richard Laing as Director	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Alastair Hughes as Director	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Approve Dividend Distribution Policy	Routine Business	Approve Dividend Policy	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Tritax Big Box REIT Plc	03/05/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Unilever Plc	03/05/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise Board to Fix Remuneration of Auditors	G
Unilever Plc	03/05/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint KPMG LLP as Auditors	G
Unilever Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
Unilever Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
Unilever Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
Unilever Plc	03/05/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Andrea Jung as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Graeme Pitkethly as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Ruby Lu as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Adrian Hennah as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Youngme Moon as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Susan Kilsby as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Nils Andersen as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Feike Sijbesma as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Alan Jope as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Judith Hartmann as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Strive Masiyiwa as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Elect Hein Schumacher as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Elect Nelson Peltz as Director	G
Unilever Plc	03/05/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Unilever Plc	03/05/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
Unilever Plc	03/05/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Allianz SE	04/05/2023	Germany	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
Allianz SE	04/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Allianz SE	04/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Allianz SE	04/05/2023	Germany	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Supervisory Board	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Giulio Terzaroli for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 11.40 per Share	G
Allianz SE	04/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Allianz SE	04/05/2023	Germany	Change Date/Location of Annual Meeting	Routine Business	Amend Article Re: Location of Annual Meeting	G
Holcim Ltd.	04/05/2023	Switzerland	Ratify Auditors	Audit Related	Ratify Ernst & Young AG as Auditors	G
Holcim Ltd.	04/05/2023	Switzerland	Approve Reduction in Share Capital	Capitalization	Approve CHF 80 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	G
Holcim Ltd.	04/05/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Restriction on Share Transferability	G
Holcim Ltd.	04/05/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Shares and Share Register	G
Holcim Ltd.	04/05/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	G
Holcim Ltd.	04/05/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	G
Holcim Ltd.	04/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	G
Holcim Ltd.	04/05/2023	Switzerland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Holcim Ltd.	04/05/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 3 Million	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Leanne Geale as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Claudia Ramirez as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Juerg Oleas as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Naina Kidwai as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Kim Fausing as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Ilias Laeber as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Jan Jenisch as Director and Elect as Board Chair	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Hanne Sorensen as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Director	Director Election	Reelect Philippe Block as Director	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	G
Holcim Ltd.	04/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	G
Holcim Ltd.	04/05/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Holcim Ltd.	04/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	G
Holcim Ltd.	04/05/2023	Switzerland	Management Climate-Related Proposal	Environmental	Approve Climate Report	E
Holcim Ltd.	04/05/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	G
Holcim Ltd.	04/05/2023	Switzerland	Amend Corporate Purpose	Routine Business	Amend Corporate Purpose	G
Holcim Ltd.	04/05/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Holcim Ltd.	04/05/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Holcim Ltd.	04/05/2023	Switzerland	Approve Dividends	Routine Business	Approve Dividends of CHF 2.50 per Share from Capital Contribution Reserves	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint PricewaterhouseCoopers LLP as Auditors	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Group Audit Committee to Fix Remuneration of Auditors	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Approve/Amend Conversion of Securities	Capitalization	Authorise Issue of Equity without Preemptive Rights in Relation to Contingent Convertible Securities	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Authorize Directed Share Repurchase Program	Capitalization	Approve Share Repurchase Contract	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Approve/Amend Conversion of Securities	Capitalization	Authorise Issue of Equity in Relation to Contingent Convertible Securities	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Authorize Reissuance of Repurchased Shares	Capitalization	Authorise Directors to Allot Any Repurchased Shares	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Elect Kalpana Morparia as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Rachel Duan as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Dame Carolyn Fairbairn as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Noel Quinn as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect James Forese as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Jose Antonio Meade Kuribrena as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Steven Guggenheimer as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect David Nish as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Mark Tucker as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Eileen Murray as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Elect Georges Elhedery as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Elect Director	Director Election	Elect Geraldine Buckingham as Director	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
HSBC Holdings Plc	05/05/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
HSBC Holdings Plc	05/05/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Knorr-Bremse AG	05/05/2023	Germany	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Capitalization	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 16.1 Million Pool of Capital to Guarantee Conversion Rights	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Knorr-Bremse AG	05/05/2023	Germany	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G
Knorr-Bremse AG	05/05/2023	Germany	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.45 per Share	G
Knorr-Bremse AG	05/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Affiliation Agreements with Subsidiaries	Strategic Transactions	Approve Affiliation Agreement with Knorr-Bremse Systeme fuer Nutzfahrzeuge GmbH	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Ratify Auditors	Audit Related	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Amend Articles/Bylaws/Charter -- Routine	Company Articles	Amend Articles Re: Registration in the Share Register	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Amend Articles/Bylaws/Charter -- Routine	Company Articles	Amend Articles Re: Editorial Changes	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzysek (until Jan. 31, 2022) for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 11.60 per Share	G
HUGO BOSS AG	09/05/2023	Germany	Ratify Auditors	Audit Related	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
HUGO BOSS AG	09/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
HUGO BOSS AG	09/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
HUGO BOSS AG	09/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
HUGO BOSS AG	09/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G
HUGO BOSS AG	09/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Ratify Auditors	Audit Related	Ratify Ernst & Young AG as Auditors	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Tobias Staehelin as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect David Kamenetzky as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Joerg Wolle as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Dominik Buergy as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Hauke Stars as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Elect Vesna Nevistic as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Klaus-Michael Kuehne as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Director	Director Election	Reelect Martin Wittig as Director	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Reappoint Hauke Stars as Member of the Compensation Committee	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Joerg Wolle as Board Chair	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Stefan Mangold as Independent Proxy	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 14.00 per Share	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only or Hybrid Shareholder Meetings	G
Kuehne + Nagel International AG	09/05/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
The Swatch Group AG	10/05/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 1.20 per Registered Share and CHF 6.00 per Bearer Share	G
The Swatch Group AG	10/05/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
The Swatch Group AG	10/05/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Bernhard Lehmann as Independent Proxy	G
Wolters Kluwer NV	10/05/2023	Netherlands	Ratify Auditors	Audit Related	Approve KPMG Accountants N.V as Auditors	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Shares	G
Wolters Kluwer NV	10/05/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Wolters Kluwer NV	10/05/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Wolters Kluwer NV	10/05/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Wolters Kluwer NV	10/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Chris Vogelzang to Supervisory Board	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Executive Board	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Wolters Kluwer NV	10/05/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
SAP SE	11/05/2023	Germany	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G
SAP SE	11/05/2023	Germany	Authorize Use of Financial Derivatives	Capitalization	Authorize Use of Financial Derivatives when Repurchasing Shares	G
SAP SE	11/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	G
SAP SE	11/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
SAP SE	11/05/2023	Germany	Approve Supervisory Board Remuneration Policy	Compensation	Approve Remuneration Policy for the Supervisory Board	G
SAP SE	11/05/2023	Germany	Approve Remuneration Policy	Compensation	Approve Remuneration Policy for the Management Board	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Punit Renjen to the Supervisory Board	G
SAP SE	11/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
SAP SE	11/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
SAP SE	11/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
SAP SE	11/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.05 per Share	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Yves Chapot	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of General Managers	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Florent Menegaux	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Elect Supervisory Board Member	Director Election	Elect Barbara Dalibard as Supervisory Board Member	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Elect Supervisory Board Member	Director Election	Elect Aruna Jayanthi as Supervisory Board Member	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.25 per Share	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Deutsche Boerse AG	16/05/2023	Germany	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
Deutsche Boerse AG	16/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Deutsche Boerse AG	16/05/2023	Germany	Amend Articles/Bylaws/Charter -- Routine	Company Articles	Amend Articles Re: Registration in the Share Register	G
Deutsche Boerse AG	16/05/2023	Germany	Amend Articles/Bylaws/Charter -- Routine	Company Articles	Amend Articles Re: AGM Convocation	G
Deutsche Boerse AG	16/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Deutsche Boerse AG	16/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Deutsche Boerse AG	16/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Deutsche Boerse AG	16/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 3.60 per Share	G
Deutsche Boerse AG	16/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Sampo Oyj	17/05/2023	Finland	Ratify Auditors	Audit Related	Ratify Deloitte as Auditor	G
Sampo Oyj	17/05/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditor	G
Sampo Oyj	17/05/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Sampo Oyj	17/05/2023	Finland	Amend Articles/Bylaws/Charter -- Non-Routine	Company Articles	Amend Articles Re: Business Area of the Company; Classes of Shares; Annual General Meeting	G
Sampo Oyj	17/05/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 228,000 for Chair and EUR 101,000 for Other Directors; Approve Remuneration for Committee Work	G
Sampo Oyj	17/05/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Sampo Oyj	17/05/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Steve Langan, Risto Murto and Markus Rauramo as Directors; Elect Antti Makinen and Annica Witschard as New Director	G
Sampo Oyj	17/05/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Sampo Oyj	17/05/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Ten	G
Sampo Oyj	17/05/2023	Finland	Company Specific - Equity Related	Miscellaneous	Authorize Board of Directors to resolve upon a Share Issue without Payment	G
Sampo Oyj	17/05/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.60 Per Share	G
Sampo Oyj	17/05/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Sampo Oyj	17/05/2023	Finland	Approve Spin-Off Agreement	Strategic Transactions	Approve Demerger Plan	G
bioMerieux SA	23/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Grant Thornton as Auditor	G
bioMerieux SA	23/05/2023	France	Set Global Limit for Capital Increase to Result From All Issuance Requests	Capitalization	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
bioMerieux SA	23/05/2023	France	Eliminate Preemptive Rights	Capitalization	Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	G
bioMerieux SA	23/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
bioMerieux SA	23/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
bioMerieux SA	23/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	G
bioMerieux SA	23/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
bioMerieux SA	23/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
bioMerieux SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Merieux, Chairman and CEO	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Corporate Officers	G
bioMerieux SA	23/05/2023	France	Elect Director	Director Election	Reelect Philippe Archinard as Director	G
bioMerieux SA	23/05/2023	France	Approve Transaction with a Related Party	Non-Routine Business	Approve Transaction with Fondation Christophe et Rodolphe Merieux Re: Termination Agreement of Sponsorship Contract	G
bioMerieux SA	23/05/2023	France	Approve Transaction with a Related Party	Non-Routine Business	Approve Transaction with Institut Merieux Re: Acquisition of Specific Diagnostics	G
bioMerieux SA	23/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
bioMerieux SA	23/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
bioMerieux SA	23/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.85 per Share	G
bioMerieux SA	23/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
bioMerieux SA	23/05/2023	France	Change of Corporate Form	Strategic Transactions	Ratify Abandonment of Change of Corporate Form to Societe Europeenne (SE)	G
Orange SA	23/05/2023	France	Set Global Limit for Capital Increase to Result From All Issuance Requests	Capitalization	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	G
Orange SA	23/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Orange SA	23/05/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	G
Orange SA	23/05/2023	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 1 Billion	G
Orange SA	23/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	G
Orange SA	23/05/2023	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	G
Orange SA	23/05/2023	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 2 Billion	G
Orange SA	23/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Orange SA	23/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	G
Orange SA	23/05/2023	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 20-22	G
Orange SA	23/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Ramon Fernandez, Vice-CEO	G
Orange SA	23/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Christel Heydemann, CEO since April 4 2022	G
Orange SA	23/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 0.08 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	G
Orange SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO	G
Orange SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
Orange SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Alexandre Bompard as Director	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Elect Gilles Grapinet as Director	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Anne Lange as Director	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Elect Momar Nguer as Director	G
Orange SA	23/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Orange SA	23/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Orange SA	23/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Orange SA	23/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G
Orange SA	23/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Sanofi	25/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	G
Sanofi	25/05/2023	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 240 Million	G
Sanofi	25/05/2023	France	Approve Issuance of Securities Convertible into Debt	Capitalization	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	G
Sanofi	25/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Sanofi	25/05/2023	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 997 Million	G
Sanofi	25/05/2023	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	G
Sanofi	25/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Sanofi	25/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	G
Sanofi	25/05/2023	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 16-18	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Sanofi	25/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Paul Hudson, CEO	G
Sanofi	25/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Serge Weinberg, Chairman of the Board	G
Sanofi	25/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
Sanofi	25/05/2023	France	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	G
Sanofi	25/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO	G
Sanofi	25/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Sanofi	25/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Sanofi	25/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Sanofi	25/05/2023	France	Elect Director	Director Election	Elect Frederic Oudea as Director	G
Sanofi	25/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 3.56 per Share	G
Sanofi	25/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Sanofi	25/05/2023	France	Change Location of Registered Office/Headquarters	Routine Business	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	G
Sanofi	25/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Sanofi	25/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Carrefour SA	26/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Carrefour SA	26/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Carrefour SA	26/05/2023	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 500 Million	G
Carrefour SA	26/05/2023	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 175 Million	G
Carrefour SA	26/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million	G
Carrefour SA	26/05/2023	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	G
Carrefour SA	26/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	G
Carrefour SA	26/05/2023	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 14 to 16	G
Carrefour SA	26/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Carrefour SA	26/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Carrefour SA	26/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
Carrefour SA	26/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Carrefour SA	26/05/2023	France	Elect Director	Director Election	Reelect Marie-Laure Sauty de Chalon as Director	G
Carrefour SA	26/05/2023	France	Management Climate-Related Proposal	Environmental	Approve Opinion on Quantification of the Company's Various Scope 3 Action Levers	E

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Carrefour SA	26/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Carrefour SA	26/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Carrefour SA	26/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Carrefour SA	26/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Carrefour SA	26/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.56 per Share	G
Publicis Groupe SA	31/05/2023	France	Ratify Auditors	Audit Related	Appoint KPMG S.A. as Auditor	G
Publicis Groupe SA	31/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Publicis Groupe SA	31/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Publicis Groupe SA	31/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Steve King, Management Board Member until September 14, 2022	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	G
Publicis Groupe SA	31/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of Supervisory Board	G
Publicis Groupe SA	31/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of Management Board	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Michel-Alain Proch, Management Board Member	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Management Board Members	G
Publicis Groupe SA	31/05/2023	France	Elect Supervisory Board Member	Director Election	Reelect Antonella Mei-Pochtler as Supervisory Board Member	G
Publicis Groupe SA	31/05/2023	France	Elect Supervisory Board Member	Director Election	Reelect Suzan LeVine as Supervisory Board Member	G
Publicis Groupe SA	31/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Publicis Groupe SA	31/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Publicis Groupe SA	31/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Publicis Groupe SA	31/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Publicis Groupe SA	31/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.90 per Share	G
Royal KPN NV	31/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Marga de Jager to Supervisory Board	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors	G
Red Electrica Corp. SA	05/06/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Red Electrica Corp. SA	05/06/2023	Spain	Elect Director	Director Election	Reelect Jose Juan Ruiz Gomez as Director	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Red Electrica Corp. SA	05/06/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Red Electrica Corp. SA	05/06/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, Competences, Shareholders' Rights and Right to Attendance	G
Red Electrica Corp. SA	05/06/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Red Electrica Corp. SA	05/06/2023	Spain	Accept Financial Statements and Statutory Reports	Routine Business	Approve Standalone Financial Statements	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Articles of General Meeting Regulations Re: Proxy, Issuance of Votes Via Telematic Means	G
Red Electrica Corp. SA	05/06/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Article 15 of General Meeting Regulations Re: Constitution, Deliberation and Adoption of Resolutions	G
Red Electrica Corp. SA	05/06/2023	Spain	Change Company Name	Routine Business	Change Company Name and Amend Article 1 Accordingly	G
Tesco Plc	16/06/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Deloitte LLP as Auditors	G
Tesco Plc	16/06/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
Tesco Plc	16/06/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
Tesco Plc	16/06/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights	G
Tesco Plc	16/06/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	G
Tesco Plc	16/06/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Shares	G
Tesco Plc	16/06/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Bertrand Bodson as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Thierry Garnier as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Karen Whitworth as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Elect Caroline Silver as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Melissa Bethell as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Stewart Gilliland as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Imran Nawaz as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Byron Grote as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Alison Platt as Director	G
Tesco Plc	16/06/2023	United Kingdom	Elect Director	Director Election	Re-elect Ken Murphy as Director	G
Tesco Plc	16/06/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Tesco Plc	16/06/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
Tesco Plc	16/06/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
Tesco Plc	16/06/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Amadeus IT Group SA	20/06/2023	Spain	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors	G
Amadeus IT Group SA	20/06/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Luis Maroto Camino as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Peter Kuerpick as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Elect Frits Dirk van Paasschen as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Xiaoqun Clever as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Pilar Garcia Ceballos-Zuniga as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Stephan Gemkow as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect William Connelly as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
Amadeus IT Group SA	20/06/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Amadeus IT Group SA	20/06/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Amadeus IT Group SA	20/06/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
Amadeus IT Group SA	20/06/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Bureau Veritas SA	22/06/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Bureau Veritas SA	22/06/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	G
Bureau Veritas SA	22/06/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Bureau Veritas SA	22/06/2023	France	Set Global Limit for Capital Increase to Result From All Issuance Requests	Capitalization	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	G
Bureau Veritas SA	22/06/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	G
Bureau Veritas SA	22/06/2023	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 5.4 Million	G
Bureau Veritas SA	22/06/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	G
Bureau Veritas SA	22/06/2023	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 16.2 Million	G
Bureau Veritas SA	22/06/2023	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 17 and 21-23	G
Bureau Veritas SA	22/06/2023	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	G
Bureau Veritas SA	22/06/2023	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	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
Bureau Veritas SA	22/06/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Aldo Cardoso, Chairman of the Board	G
Bureau Veritas SA	22/06/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Bureau Veritas SA	22/06/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	G
Bureau Veritas SA	22/06/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Elect Director	Director Election	Reelect Frederic Sanchez as Director	G
Bureau Veritas SA	22/06/2023	France	Elect Director	Director Election	Ratify Appointment of Laurent Mignon as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Bureau Veritas SA	22/06/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Bureau Veritas SA	22/06/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Bureau Veritas SA	22/06/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Bureau Veritas SA	22/06/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Bureau Veritas SA	22/06/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.77 per Share	G
QIAGEN NV	22/06/2023	Netherlands	Ratify Auditors	Audit Related	Reappoint KPMG Accountants N.V. as Auditors	G
QIAGEN NV	22/06/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	G
QIAGEN NV	22/06/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Shares	G
QIAGEN NV	22/06/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Supervisory Board Authority to Issue Shares	G
QIAGEN NV	22/06/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Shares	G
QIAGEN NV	22/06/2023	Netherlands	Approve Executive Share Option Plan	Compensation	Approve QIAGEN N.V. 2023 Stock Plan	G
QIAGEN NV	22/06/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Toralf Haag to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Elizabeth E. Tallett to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Eva Pisa to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Stephen H. Rusckowski to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Metin Colpan to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Elaine Mardis to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Ross L. Levine to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Executive Appointment	Director Related	Reelect Roland Sackers to Management Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Executive Appointment	Director Related	Reelect Thierry Bernard to Management Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
QIAGEN NV	22/06/2023	Netherlands	Company Specific - Equity Related	Miscellaneous	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	G
QIAGEN NV	22/06/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
Koninklijke Ahold Delhaize NV	05/07/2023	Netherlands	Approve Executive Appointment	Director Related	Elect Jolanda Poots-Bijl to Management Board	G
J Sainsbury Plc	06/07/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Ernst & Young LLP as Auditors	G
J Sainsbury Plc	06/07/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
J Sainsbury Plc	06/07/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
J Sainsbury Plc	06/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights in Connection with an Acquisition or Other Capital Investment	G
J Sainsbury Plc	06/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
J Sainsbury Plc	06/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Preemptive Rights	G
J Sainsbury Plc	06/07/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
J Sainsbury Plc	06/07/2023	United Kingdom	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Tanuj Kapilashrami as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Elect Blathnaid Bergin as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Adrian Hennah as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Simon Roberts as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Martin Scicluna as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Keith Weed as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Jo Bertram as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Jo Harlow as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Brian Cassin as Director	G
J Sainsbury Plc	06/07/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
J Sainsbury Plc	06/07/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
J Sainsbury Plc	06/07/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
J Sainsbury Plc	06/07/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Severn Trent Plc	06/07/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G
Severn Trent Plc	06/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
Severn Trent Plc	06/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
Severn Trent Plc	06/07/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
Severn Trent Plc	06/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
Severn Trent Plc	06/07/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Liv Garfield as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Elect Helen Miles as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect John Coghlan as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Sharmila Nebhrajani as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Kevin Beeston as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Elect Sarah Legg as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Tom Delay as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Gillian Sheldon as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Christine Hodgson as Director	G
Severn Trent Plc	06/07/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
Severn Trent Plc	06/07/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Severn Trent Plc	06/07/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
Severn Trent Plc	06/07/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Industria de Diseno Textil SA	11/07/2023	Spain	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Industria de Diseno Textil SA	11/07/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Restricted Stock Plan	Compensation	Approve Long-Term Incentive Plan	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Industria de Diseno Textil SA	11/07/2023	Spain	Elect Director	Director Election	Reelect Jose Luis Duran Schulz as Director	G
Industria de Diseno Textil SA	11/07/2023	Spain	Elect Director	Director Election	Reelect Amancio Ortega Gaona as Director	G
Industria de Diseno Textil SA	11/07/2023	Spain	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at 10	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Industria de Diseno Textil SA	11/07/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Industria de Diseno Textil SA	11/07/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Industria de Diseno Textil SA	11/07/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements	G
Industria de Diseno Textil SA	11/07/2023	Spain	Accept Financial Statements and Statutory Reports	Routine Business	Approve Standalone Financial Statements	G
SSE Plc	20/07/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
SSE Plc	20/07/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint Ernst & Young LLP as Auditors	G
SSE Plc	20/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
SSE Plc	20/07/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
SSE Plc	20/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
SSE Plc	20/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
SSE Plc	20/07/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Dame Angela Strank as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Sir John Manzoni as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Tony Cocker as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Debbie Crosbie as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Martin Pibworth as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect John Bason as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Gregor Alexander as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Helen Mahy as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Lady Elish Angiolini as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Melanie Smith as Director	G
SSE Plc	20/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Alistair Phillips-Davies as Director	G
SSE Plc	20/07/2023	United Kingdom	Reporting on Climate Transition Plan	Environmental	Approve Net Zero Transition Report	E
SSE Plc	20/07/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
SSE Plc	20/07/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
SSE Plc	20/07/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
United Utilities Group Plc	21/07/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise the Audit Committee to Fix Remuneration of Auditors	G
United Utilities Group Plc	21/07/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
United Utilities Group Plc	21/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
United Utilities Group Plc	21/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
United Utilities Group Plc	21/07/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
United Utilities Group Plc	21/07/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Doug Webb as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Louise Beardmore as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Phil Aspin as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Liam Butterworth as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Elect Michael Lewis as Director	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Sir David Higgins as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Paulette Rowe as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Alison Goligher as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Elect Director	Director Election	Re-elect Kath Cates as Director	G
United Utilities Group Plc	21/07/2023	United Kingdom	Approve Dividends	Routine Business	Approve Final Dividend	G
United Utilities Group Plc	21/07/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
United Utilities Group Plc	21/07/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
United Utilities Group Plc	21/07/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Novartis AG	15/09/2023	Switzerland	Approve Reduction in Share Capital	Capitalization	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	G
Novartis AG	15/09/2023	Switzerland	Approve Spin-Off Agreement	Strategic Transactions	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	G
Pernod Ricard SA	10/11/2023	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 130 Million	G
Pernod Ricard SA	10/11/2023	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 16, 17 and 19	G
Pernod Ricard SA	10/11/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	G
Pernod Ricard SA	10/11/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Pernod Ricard SA	10/11/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	G
Pernod Ricard SA	10/11/2023	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	G
Pernod Ricard SA	10/11/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Pernod Ricard SA	10/11/2023	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 39 Million	G
Pernod Ricard SA	10/11/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Pernod Ricard SA	10/11/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Pernod Ricard SA	10/11/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Ricard, Chairman and CEO	G
Pernod Ricard SA	10/11/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	G
Pernod Ricard SA	10/11/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Pernod Ricard SA	10/11/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	G
Pernod Ricard SA	10/11/2023	France	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	G
Pernod Ricard SA	10/11/2023	France	Elect Director	Director Election	Reelect Kory Sorenson as Director	G
Pernod Ricard SA	10/11/2023	France	Elect Director	Director Election	Reelect Philippe Petitcolin as Director	G
Pernod Ricard SA	10/11/2023	France	Elect Director	Director Election	Elect Max Koeune as Director	G
Pernod Ricard SA	10/11/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Pernod Ricard SA	10/11/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 4.70 per Share	G

## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Pernod Ricard SA	10/11/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Pernod Ricard SA	10/11/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Pernod Ricard SA	10/11/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Barry Callebaut AG	06/12/2023	Switzerland	Amend Articles Board-Related	Company Articles	Amend Articles Re: Duties of the Board of Directors; Board Meetings	G
Barry Callebaut AG	06/12/2023	Switzerland	Amend Articles/Bylaws/Charter – Routine	Company Articles	Amend Articles Re: Electronic Communication	G
Barry Callebaut AG	06/12/2023	Switzerland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Share Register	G
Barry Callebaut AG	06/12/2023	Switzerland	Amend Articles Board-Related	Company Articles	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Adopt New Articles of Association/Charter	Company Articles	Amend Articles Re: General Meeting	G
Barry Callebaut AG	06/12/2023	Switzerland	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Compensation	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	G
Barry Callebaut AG	06/12/2023	Switzerland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Thomas Intrator as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Elect Mauricio Graber as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Director	Director Election	Reelect Patrick De Maeseneire as Director	G
Barry Callebaut AG	06/12/2023	Switzerland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and Senior Management	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Board Chairman/Vice-Chairman	Director Related	Reelect Patrick De Maeseneire as Board Chair	G
Barry Callebaut AG	06/12/2023	Switzerland	Elect Member of Remuneration Committee	Director Related	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	G
Barry Callebaut AG	06/12/2023	Switzerland	Designate X as Independent Proxy	Routine Business	Designate Keller AG as Independent Proxy	G
Barry Callebaut AG	06/12/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Consolidated Financial Statements	G
Barry Callebaut AG	06/12/2023	Switzerland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Annual Report	G
Barry Callebaut AG	06/12/2023	Switzerland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of CHF 29.00 per Share	G
Barry Callebaut AG	06/12/2023	Switzerland	Amend Corporate Purpose	Routine Business	Amend Corporate Purpose	G
Coloplast A/S	07/12/2023	Denmark	Ratify Auditors	Audit Related	Ratify Ernst & Young as Auditors	G
Coloplast A/S	07/12/2023	Denmark	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Coloplast A/S	07/12/2023	Denmark	Amend Articles Board-Related	Company Articles	Amend Articles Re: Indemnification	G
Coloplast A/S	07/12/2023	Denmark	Approve Remuneration Policy	Compensation	Amend Remuneration Policy	G
Coloplast A/S	07/12/2023	Denmark	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	G
Coloplast A/S	07/12/2023	Denmark	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Coloplast A/S	07/12/2023	Denmark	Elect Director	Director Election	Reelect Annette Bruls as Director	G
Coloplast A/S	07/12/2023	Denmark	Elect Director	Director Election	Reelect Niels Peter Louis-Hansen as Director	G
Coloplast A/S	07/12/2023	Denmark	Elect Director	Director Election	Reelect Lars Soren Rasmussen as Director	G
Coloplast A/S	07/12/2023	Denmark	Elect Director	Director Election	Reelect Marianne Wiinholt as Director	G
Coloplast A/S	07/12/2023	Denmark	Elect Director	Director Election	Reelect Jette Nygaard-Andersen as Director	G
Coloplast A/S	07/12/2023	Denmark	Elect Director	Director Election	Reelect Carsten Hellmann as Director	G
Coloplast A/S	07/12/2023	Denmark	Issue Updated Indemnification, Liability and Exculpation Agreements for Directors	Director Related	Approve Indemnification of Members of the Board of Directors	G



## Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Coloplast A/S	07/12/2023	Denmark	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Coloplast A/S	07/12/2023	Denmark	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G
Coloplast A/S	07/12/2023	Denmark	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G