

# Board Statistics Report



## Parameters Used:

Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): All institution accounts  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 10/01/2023 to 09/30/2024

## Meeting Overview

| Category   | Number | Percentage |
|--|--------|------------|
| Number of votable meetings   | 1,558  |            |
| Number of meetings voted   | 1,548  | 99.36%     |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 1,063  | 68.23%     |

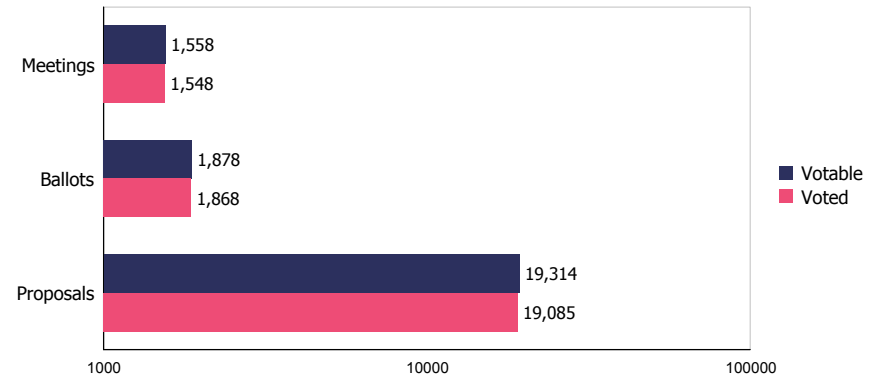
## Ballot Overview

| Category                  | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 1,878  |            |
| Number of ballots voted   | 1,868  | 99.47%     |

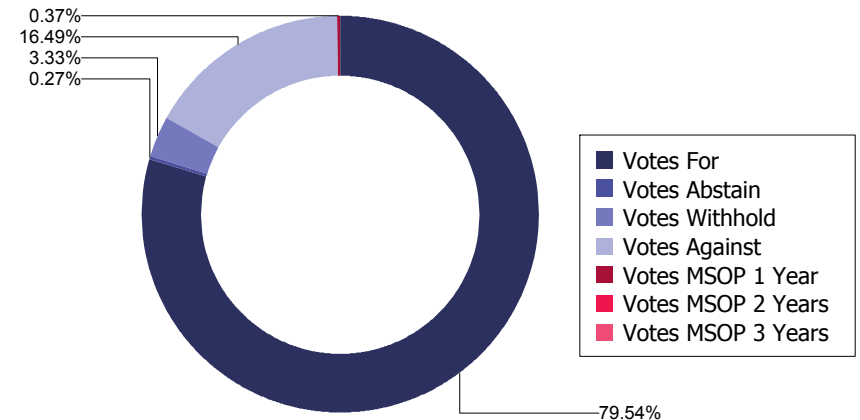
## Proposal Overview

| Category                                    | Number | Percentage |
|---|--------|------------|
| Number of votable items                     | 19,314 |            |
| Number of items voted                       | 19,085 | 98.81%     |
| Number of votes FOR                         | 15,180 | 79.54%     |
| Number of votes AGAINST                     | 3,148  | 16.49%     |
| Number of votes ABSTAIN                     | 51     | 0.27%      |
| Number of votes WITHHOLD                    | 636    | 3.33%      |
| Number of votes on MSOP Frequency 1 Year    | 70     | 0.37%      |
| Number of votes on MSOP Frequency 2 Years   | 0      | 0.00%      |
| Number of votes on MSOP Frequency 3 Years   | 0      | 0.00%      |
| Number of votes With Policy                 | 19,085 | 100.00%    |
| Number of votes Against Policy              | 0      | 0.00%      |
| Number of votes With Mgmt                   | 15,102 | 79.13%     |
| Number of votes Against Mgmt                | 3,983  | 20.87%     |
| Number of votes on MSOP (exclude frequency) | 1,110  | 5.82%      |
| Number of votes on Shareholder Proposals    | 659    | 3.45%      |

## Voting Statistics



## Vote Cast Statistics

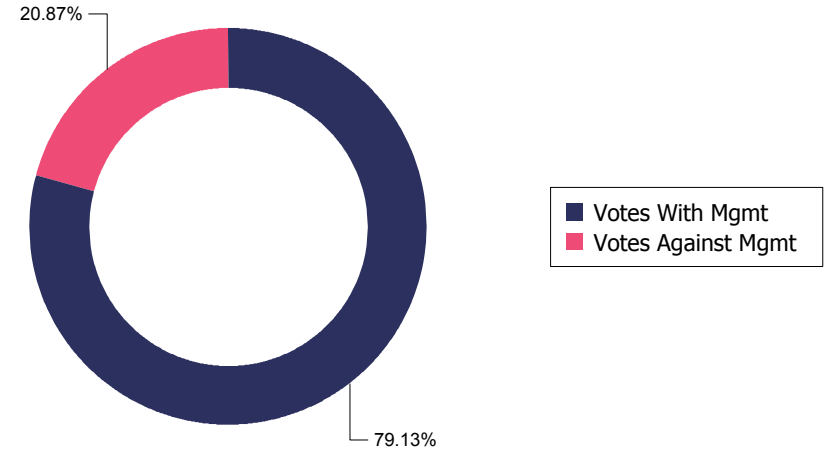


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

### Vote Alignment with Policy

No graphical representation provided.

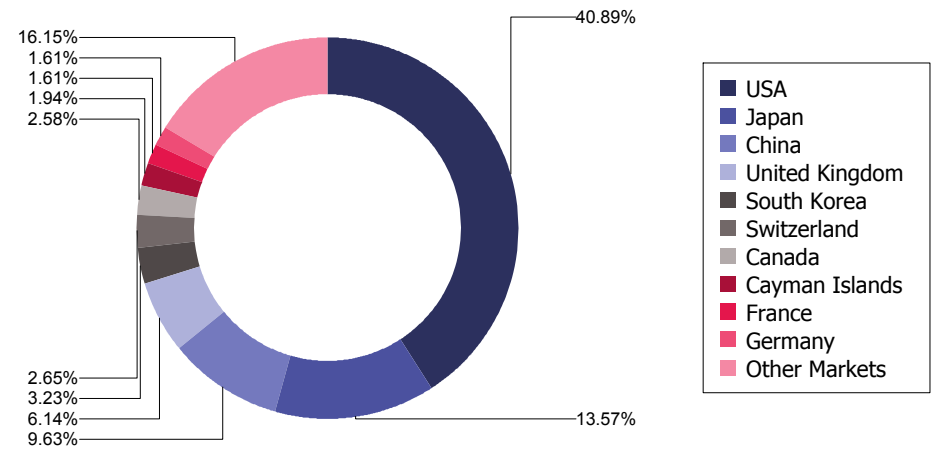
### Vote Alignment with Management



### Market Breakdown

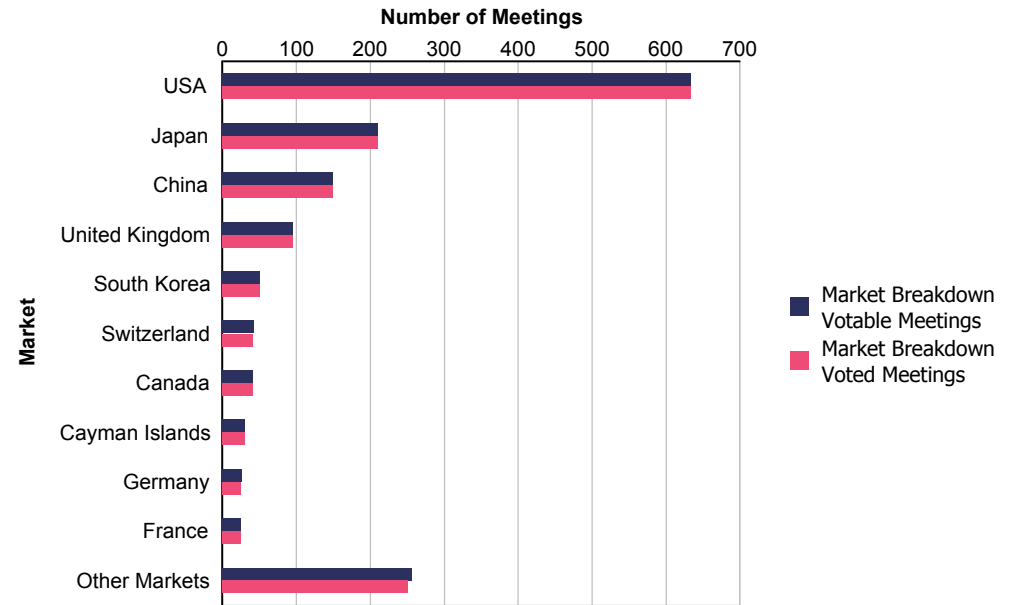
| Market         | Votable Meetings | Voted Meetings | Percentage |
|----------------|------------------|----------------|------------|
| USA            | 633              | 633            | 100.00%    |
| Japan          | 210              | 210            | 100.00%    |
| China          | 149              | 149            | 100.00%    |
| United Kingdom | 95               | 95             | 100.00%    |
| South Korea    | 50               | 50             | 100.00%    |
| Switzerland    | 43               | 41             | 95.35%     |
| Canada         | 41               | 40             | 97.56%     |
| Cayman Islands | 30               | 30             | 100.00%    |
| Germany        | 26               | 25             | 96.15%     |
| France         | 25               | 25             | 100.00%    |
| Ireland        | 21               | 21             | 100.00%    |
| Netherlands    | 20               | 20             | 100.00%    |
| Taiwan         | 20               | 20             | 100.00%    |
| Denmark        | 19               | 19             | 100.00%    |
| Italy          | 17               | 17             | 100.00%    |
| New Zealand    | 16               | 16             | 100.00%    |
| Spain          | 14               | 14             | 100.00%    |
| Finland        | 12               | 12             | 100.00%    |
| Poland         | 12               | 12             | 100.00%    |
| Sweden         | 12               | 12             | 100.00%    |

### Meetings Voted by Market



### Market Voting Statistics

| Market      | Votable Meetings | Voted Meetings | Percentage |
|-------------|------------------|----------------|------------|
| Australia   | 11               | 11             | 100.00%    |
| Mexico      | 11               | 11             | 100.00%    |
| Belgium     | 10               | 10             | 100.00%    |
| Israel      | 10               | 4              | 40.00%     |
| Bermuda     | 9                | 9              | 100.00%    |
| Jersey      | 8                | 8              | 100.00%    |
| Hong Kong   | 6                | 6              | 100.00%    |
| Luxembourg  | 5                | 5              | 100.00%    |
| Singapore   | 5                | 5              | 100.00%    |
| Austria     | 4                | 4              | 100.00%    |
| Greece      | 4                | 4              | 100.00%    |
| Norway      | 4                | 4              | 100.00%    |
| Turkey      | 2                | 2              | 100.00%    |
| Brazil      | 1                | 1              | 100.00%    |
| Isle of Man | 1                | 1              | 100.00%    |
| Malaysia    | 1                | 1              | 100.00%    |
| Portugal    | 1                | 1              | 100.00%    |



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

| Company Name                   | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Michael G. McCaffery                              | Withhold  |
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Stephen M. Ward, Jr.                              | Withhold  |
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan   | Against   |
| Elastic N.V.                   | 05-Oct-23    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Caryn Marooney                                     | Against   |
| Ginlong Technologies Co., Ltd. | 09-Oct-23    | China       | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend the Work Rules for Independent Directors                     | Against   |
| Freshpet, Inc.                 | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Leta D. Priest                                    | Withhold  |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Angela F. Braly                                    | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Joseph Jimenez                                     | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Jon R. Moeller                                     | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1n. Elect Director Patricia A. Woertz                                 | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Third-Party Civil Rights Audit of Reverse Discrimination | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | S          | Social - Human Rights                               | Operations in High Risk Countries                              | 6. Report on Risks Related to Operations in China                     | Against   |
| CSL Limited                    | 11-Oct-23    | Australia   | G          | Director Election - Director Election               | Elect Director   | 3. Elect Carolyn Hewson as Director                                   | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas F. Bonadio                                  | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Joseph G. Doody                                    | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Pamela A. Joseph                                   | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Kevin A. Price                                     | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Joseph M. Tucci                                    | Against   |

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

| <b>Company Name</b>      | <b>Meeting Date</b> | <b>Market</b>  | <b>ESG Pillar</b> | <b>Proposal Category</b>                            | <b>Proposal Description</b>                                    | <b>Proposal Text</b>  | <b>Vote Cast</b> |
|--------------------------|---------------------|----------------|-------------------|---|--|---|------------------|
| Telstra Group Limited    | 17-Oct-23           | Australia      | G                 | Director Election - Director Election               | Elect Director   | 3a. Elect Maxine Brenner as Director                              | Against          |
| Telstra Group Limited    | 17-Oct-23           | Australia      | G                 | Director Election - Director Election               | Elect Director   | 3c. Elect Bridget Loudon as Director                              | Against          |
| Telstra Group Limited    | 17-Oct-23           | Australia      | G                 | Director Election - Director Election               | Elect Director   | 3d. Elect Elana Rubin as Director                                 | Against          |
| Barratt Developments Plc | 18-Oct-23           | United Kingdom | G                 | Director Election - Director Election               | Elect Director   | 11. Re-elect Katie Bickerstaffe as Director                       | Against          |
| Barratt Developments Plc | 18-Oct-23           | United Kingdom | G                 | Director Election - Director Election               | Elect Director   | 12. Re-elect Jock Lennox as Director                              | Against          |
| Barratt Developments Plc | 18-Oct-23           | United Kingdom | G                 | Director Election - Director Election               | Elect Director   | 13. Re-elect Chris Weston as Director                             | Against          |
| Medtronic plc            | 19-Oct-23           | Ireland        | G                 | Director Election - Director Election               | Elect Director   | 1a. Elect Director Craig Arnold                                   | Against          |
| Medtronic plc            | 19-Oct-23           | Ireland        | G                 | Director Election - Director Election               | Elect Director   | 1b. Elect Director Scott C. Donnelly                              | Against          |
| Medtronic plc            | 19-Oct-23           | Ireland        | G                 | Director Election - Director Election               | Elect Director   | 1j. Elect Director Denise M. O'Leary                              | Against          |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Glenda M. Dorchak                             | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.2. Elect Director John C. Hodge                                 | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Clyde R. Hosein                               | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Darren R. Jackson                             | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Duy-Loan T. Le                                | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.7. Elect Director John B. Replogle                              | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Marvin A. Riley                               | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Thomas H. Werner                             | Withhold         |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                     | Against          |
| Wolfspeed, Inc.          | 23-Oct-23           | USA            | G                 | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against          |

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

| Company Name                    | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| EVE Energy Co., Ltd.            | 23-Oct-23    | China       | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                    | 1. Approve to Adjust the Company-Level Performance Assessment Indicators of the Fourth Phase of the Performance Shares Incentive Plan | Against   |
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Judy Bruner  | Against   |
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael R. Cannon  | Against   |
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Richard L. Clemmer   | Against   |
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Jay L. Geldmacher  | Against   |
| Synaptics Incorporated          | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Nelson C. Chan   | Against   |
| Synaptics Incorporated          | 24-Oct-23    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Synaptics Incorporated          | 24-Oct-23    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify KPMG LLP as Auditors  | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Gerald S. Adolph   | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director John F. Barrett  | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Melanie W. Barstad   | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Karen L. Carnahan  | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Joseph Scaminace   | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Ronald W. Tysoe  | Against   |
| EBOS Group Limited              | 24-Oct-23    | New Zealand | G          | Compensation - Directors' Compensation              | Approve Increase in Aggregate Compensation Ceiling for Directors | 2. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors  | Against   |
| Parker-Hannifin Corporation     | 25-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Lance M. Fritz   | Against   |
| Parker-Hannifin Corporation     | 25-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Linda A. Harty   | Against   |
| Parker-Hannifin Corporation     | 25-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Joseph Scaminace   | Against   |

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

| Company Name                                | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|-----------|------------|---|--|--|-----------|
| Parker-Hannifin Corporation                 | 25-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Ake Svensson  | Against   |
| Parker-Hannifin Corporation                 | 25-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Laura K. Thompson   | Against   |
| Parker-Hannifin Corporation                 | 25-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director James L. Wainscott  | Against   |
| Bio-Techne Corporation                      | 26-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Director Robert V. Baumgartner   | Against   |
| Bio-Techne Corporation                      | 26-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 2c. Elect Director John L. Higgins   | Against   |
| Bio-Techne Corporation                      | 26-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 2g. Elect Director Alpna Seth  | Against   |
| Bio-Techne Corporation                      | 26-Oct-23    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Woolworths Group Limited                    | 26-Oct-23    | Australia | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Scott Perkins as Director  | Against   |
| Flat Glass Group Co., Ltd.                  | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 1. Approve Changes of Registered Capital and Amend Articles of Association   | Against   |
| Flat Glass Group Co., Ltd.                  | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2. Approve Changes of Registered Capital and Amend Articles of Association   | Against   |
| Flat Glass Group Co., Ltd.                  | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association | Against   |
| Flat Glass Group Co., Ltd.                  | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 3. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association | Against   |
| Flat Glass Group Co., Ltd.                  | 27-Oct-23    | China     | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 3. Amend Rules of Procedures of General Meeting  | Against   |
| Flat Glass Group Co., Ltd.                  | 27-Oct-23    | China     | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 4. Amend Rules of Procedures of General Meeting  | Against   |
| Mediobanca Banca di Credito Finanziario SpA | 28-Oct-23    | Italy     | G          | Director Election - Director Election - Bundled     | Elect Supervisory Board Members (Bundled)                      | 2b.2. Slate 2 Submitted by Delfin Sarl   | Against   |
| Mediobanca Banca di Credito Finanziario SpA | 28-Oct-23    | Italy     | G          | Director Election - Director Election - Bundled     | Elect Supervisory Board Members (Bundled)                      | 2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)  | Against   |

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

| Company Name                                | Meeting Date | Market    | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|-----------|------------|---|--|--|-----------|
| Mediobanca Banca di Credito Finanziario SpA | 28-Oct-23    | Italy     | G          | Audit Related - Auditor Related                       | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3a.1. Slate 1 Submitted by Delfin Sarl   | Against   |
| Hengtong Optic-Electric Co., Ltd.           | 30-Oct-23    | China     | G          | Miscellaneous - Compensation                          | Company-Specific Compensation-Related  | 2. Approve Formulation of the Company's Incentive Fund Provision Management Measures                             | Against   |
| Hengtong Optic-Electric Co., Ltd.           | 30-Oct-23    | China     | G          | Miscellaneous - Compensation                          | Company-Specific Compensation-Related  | 3. Approve Formulation of the Company's Incentive Fund Award Plan  | Against   |
| KLA Corporation                             | 01-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1.1. Elect Director Robert Calderoni   | Against   |
| KLA Corporation                             | 01-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1.4. Elect Director Kevin Kennedy  | Against   |
| KLA Corporation                             | 01-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1.6. Elect Director Gary Moore   | Against   |
| KLA Corporation                             | 01-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1.7. Elect Director Marie Myers  | Against   |
| Qantas Airways Limited                      | 03-Nov-23    | Australia | G          | Director Election - Director Election                 | Elect Director   | 2d. Elect Belinda Hutchinson as Director   | Against   |
| Qantas Airways Limited                      | 03-Nov-23    | Australia | G          | Compensation - Equity Compensation Plan               | Approve Share Plan Grant   | 3. Approve Participation of Vanessa Hudson in the Long Term Incentive Plan                                       | Against   |
| Qantas Airways Limited                      | 03-Nov-23    | Australia | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation                                 | 4. Approve Remuneration Report   | Against   |
| EVE Energy Co., Ltd.                        | 06-Nov-23    | China     | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants   | 1. Approve Draft and Summary of Phase 5 Stock Option Incentive Plan  | Against   |
| EVE Energy Co., Ltd.                        | 06-Nov-23    | China     | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants   | 2. Approve Methods to Assess the Performance of Plan Participants  | Against   |
| EVE Energy Co., Ltd.                        | 06-Nov-23    | China     | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants   | 3. Approve Authorization of Board to Handle All Related Matters  | Against   |
| EVE Energy Co., Ltd.                        | 06-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan   | 4. Approve Phase 10 Employee Share Purchase Plan   | Against   |
| EVE Energy Co., Ltd.                        | 06-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan   | 5. Approve Management Method of Phase 10 Employee Share Purchase Plan  | Against   |
| EVE Energy Co., Ltd.                        | 06-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan   | 6. Approve Authorization of the Board to Handle All Matters Related to the Phase 10 Employee Share Purchase Plan | Against   |



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

| Company Name                              | Meeting Date | Market    | ESG Pillar | Proposal Category                                     | Proposal Description                                    | Proposal Text   | Vote Cast |
|---|--------------|-----------|------------|---|---|---|-----------|
| Bank of Chengdu Co., Ltd.                 | 07-Nov-23    | China     | G          | Director Related - Board Related                      | Amend Articles of Association Regarding Party Committee | 1. Amend Articles of Association                                    | Against   |
| Lam Research Corporation                  | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director  | 1c. Elect Director Eric K. Brandt                                   | Against   |
| Lam Research Corporation                  | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director  | 1d. Elect Director Michael R. Cannon                                | Against   |
| Lam Research Corporation                  | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director  | 1g. Elect Director Bethany J. Mayer                                 | Against   |
| Lam Research Corporation                  | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director  | 1i. Elect Director Abhijit Y. Talwalkar                             | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd.  | 07-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan          | 1. Approve Draft and Summary on Employee Share Purchase Plan        | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd.  | 07-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan          | 2. Approve Management Method of Employee Share Purchase Plan        | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd.  | 07-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan          | 3. Approve Authorization of the Board to Handle All Related Matters | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd.  | 07-Nov-23    | China     | G          | Director Related - Board Related                      | Approve/Amend Regulations on Board of Directors         | 7. Amend Working System for Independent Directors                   | Against   |
| National Silicon Industry Group Co., Ltd. | 07-Nov-23    | China     | G          | Company Articles - Article Amendments                 | Amend Articles/Bylaws/Charter -- Organization-Related   | 2. Amend Management System for the Use of Raised Funds              | Against   |
| National Silicon Industry Group Co., Ltd. | 07-Nov-23    | China     | G          | Company Articles - Article Amendments                 | Amend Articles/Bylaws/Charter -- Organization-Related   | 3. Amend Related-Party Transaction Management System                | Against   |
| National Silicon Industry Group Co., Ltd. | 07-Nov-23    | China     | G          | Company Articles - Article Amendments                 | Amend Articles/Bylaws/Charter -- Organization-Related   | 4. Amend Management System for Providing External Guarantees        | Against   |
| Viavi Solutions Inc.                      | 08-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director  | 1.1. Elect Director Richard E. Belluzzo                             | Against   |
| Viavi Solutions Inc.                      | 08-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director  | 1.2. Elect Director Keith Barnes                                    | Against   |
| Viavi Solutions Inc.                      | 08-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director  | 1.3. Elect Director Laura Black                                     | Against   |
| Allkem Ltd.                               | 08-Nov-23    | Australia | G          | Director Election - Director Election                 | Elect Director  | 2. Elect Florencia Heredia as Director                              | Against   |

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

| Company Name                         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Extreme Networks, Inc.               | 08-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Ingrid J. Burton                                  | Withhold  |
| Extreme Networks, Inc.               | 08-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Charles P. Carinalli                              | Withhold  |
| Extreme Networks, Inc.               | 08-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Kathleen M. Holmgren                              | Withhold  |
| Extreme Networks, Inc.               | 08-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director John C. Shoemaker                                 | Withhold  |
| Broadridge Financial Solutions, Inc. | 09-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Pamela L. Carter                                   | Against   |
| Broadridge Financial Solutions, Inc. | 09-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Robert N. Duels                                    | Against   |
| Broadridge Financial Solutions, Inc. | 09-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Eileen K. Murray                                   | Against   |
| Coherent Corp.                       | 09-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Joseph J. Corasanti                                | Against   |
| Coherent Corp.                       | 09-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Patricia Hatter                                    | Against   |
| Ningbo Deye Technology Co., Ltd.     | 13-Nov-23    | China  | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 2. Approve Amendment and Addition of Company's Management Systems     | Against   |
| Jack Henry & Associates, Inc.        | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Matthew C. Flanigan                               | Withhold  |
| Jack Henry & Associates, Inc.        | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Jacque R. Fiegel                                  | Withhold  |
| Jack Henry & Associates, Inc.        | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Laura G. Kelly                                    | Withhold  |
| Jack Henry & Associates, Inc.        | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Curtis A. Campbell                                | Withhold  |
| AngioDynamics, Inc.                  | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Eileen O. Auen                                    | Withhold  |
| AngioDynamics, Inc.                  | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Jan Stern Reed                                    | Withhold  |
| AngioDynamics, Inc.                  | 14-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| Cardinal Health, Inc.                | 15-Nov-23    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against   |
| Western Digital Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas Caulfield                                   | Against   |

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

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|---|-----------|
| Western Digital Corporation | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Stephanie A. Streeter                          | Against   |
| Western Digital Corporation | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Miyuki Suzuki                                  | Against   |
| Western Digital Corporation | 15-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Awo Ablo                                      | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jeffrey S. Berg                               | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Michael J. Boskin                             | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Safra A. Catz                                 | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Bruce R. Chizen                               | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director George H. Conrades                            | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Lawrence J. Ellison                           | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Rona A. Fairhead                              | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Jeffrey O. Henley                             | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Renee J. James                               | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Charles W. Moorman                           | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.12. Elect Director Leon E. Panetta                              | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.13. Elect Director William G. Parrett                           | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.14. Elect Director Naomi O. Seligman                            | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.15. Elect Director Vishal Sikka                                 | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |

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

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Oracle Corporation        | 15-Nov-23    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Rodney C. Adkins                               | Against   |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Brenda L. Freeman                              | Against   |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Avid Modjtabei                                 | Against   |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Adalio T. Sanchez                              | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Mike Biggs as Director                                | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Peter Duffy as Director                               | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Tracey Graham as Director                             | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Mark Pain as Director                                | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Carol Burt                                     | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Karen Drexler                                  | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Richard "Rich" Sulpizio                        | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Ronald "Ron" Taylor                            | Against   |
| Gotion High-tech Co., Ltd | 16-Nov-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 2. Approve Formulation of External Donation Management System     | Against   |
| Lumentum Holdings Inc.    | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Penelope A. Herscher                           | Against   |
| Lumentum Holdings Inc.    | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Julia S. Johnson                               | Against   |
| Lumentum Holdings Inc.    | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Janet S. Wong                                  | Against   |
| Lumentum Holdings Inc.    | 17-Nov-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Lumentum Holdings Inc.    | 17-Nov-23    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |

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

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Fox Corporation                 | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Lachlan K. Murdoch                             | Against   |
| Fox Corporation                 | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William A. Burck                               | Against   |
| Fox Corporation                 | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Roland A. Hernandez                            | Against   |
| Fox Corporation                 | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Paul D. Ryan                                   | Against   |
| Sysco Corporation               | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Daniel J. Brutto                               | Against   |
| Sysco Corporation               | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Larry C. Glasscock                             | Against   |
| Sysco Corporation               | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director John M. Hinshaw                                | Against   |
| Sysco Corporation               | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Alison Kenney Paul                             | Against   |
| Sysco Corporation               | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Sheila G. Talton                               | Against   |
| Sysco Corporation               | 17-Nov-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Charlene Barshefsky                            | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Angela Wei Dong                                | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Fabrizio Freda                                 | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Gary M. Lauder                                 | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Jane Lauder                                    | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Tianqi Lithium Corporation      | 17-Nov-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 1. Amend Policy for Selection and Appointment of Accounting Firms | Against   |
| Genus Plc                       | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Iain Ferguson as Director                             | Against   |

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

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text   | Vote Cast |
|----------------------------|--------------|----------------|------------|---------------------------------------|----------------------|---|-----------|
| Genus Plc                  | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 7. Re-elect Lysanne Gray as Director                        | Against   |
| Genus Plc                  | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 8. Re-elect Lesley Knox as Director                         | Against   |
| Genus Plc                  | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 9. Re-elect Jason Chin as Director                          | Against   |
| NextDC Ltd.                | 24-Nov-23    | Australia      | G          | Director Election - Director Election | Elect Director       | 2. Elect Stuart Davis as Director                           | Against   |
| SHIFT, Inc.                | 24-Nov-23    | Japan          | G          | Director Election - Director Election | Elect Director       | 2.1. Elect Director Tange, Masaru                           | Against   |
| SHIFT, Inc.                | 24-Nov-23    | Japan          | G          | Director Election - Director Election | Elect Director       | 3.1. Elect Director and Audit Committee Member Arai, Yusuke | Against   |
| Ramsay Health Care Limited | 28-Nov-23    | Australia      | G          | Director Election - Director Election | Elect Director       | 3.1. Elect Michael Stanley Siddle as Director               | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Kelly Baker                              | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director       | 1c. Elect Director Geoff Drabble                            | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director Catherine Halligan                       | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Brian May                                | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director       | 1h. Elect Director Alan Murray                              | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Thomas Schmitt                           | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director       | 1.6. Elect Director Grant H. Hill                           | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director       | 1.7. Elect Director Sarah Hofstetter                        | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director       | 1.9. Elect Director Mary Alice Dorrance Malone              | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director       | 1.11. Elect Director Kurt T. Schmidt                        | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director       | 1.12. Elect Director Archbold D. van Beuren                 | Against   |
| Renishaw Plc               | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 5. Re-elect Sir David McMurtry as Director                  | Against   |

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

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                     | Proposal Description                           | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Renishaw Plc                    | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 6. Re-elect John Deer as Director   | Against   |
| Renishaw Plc                    | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 9. Re-elect Catherine Glickman as Director  | Against   |
| Renishaw Plc                    | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 10. Re-elect Sir David Grant as Director  | Against   |
| Renishaw Plc                    | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 11. Re-elect Juliette Stacey as Director  | Against   |
| Renishaw Plc                    | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 12. Re-elect Stephen Wilson as Director   | Against   |
| NCC Group Plc                   | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 7. Re-elect Chris Stone as Director   | Against   |
| NCC Group Plc                   | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 8. Re-elect Julie Chakraverty as Director   | Against   |
| NCC Group Plc                   | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 9. Re-elect Jennifer Duvalier as Director   | Against   |
| NCC Group Plc                   | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director                                 | 12. Re-elect Lynn Fordham as Director   | Against   |
| Performance Food Group Company  | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director                                 | 1b. Elect Director Manuel A. Fernandez  | Against   |
| Performance Food Group Company  | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director                                 | 1c. Elect Director Barbara J. Beck  | Against   |
| Performance Food Group Company  | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director                                 | 1g. Elect Director Kimberly S. Grant  | Against   |
| Performance Food Group Company  | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director                                 | 1h. Elect Director Jeffrey M. Overly  | Against   |
| Performance Food Group Company  | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director                                 | 1k. Elect Director Warren M. Thompson   | Against   |
| Ganfeng Lithium Group Co., Ltd. | 30-Nov-23    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 1. Approve Adoption of the 2023 Employee Stock Ownership Plan   | Against   |
| Ganfeng Lithium Group Co., Ltd. | 30-Nov-23    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 2. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan                                 | Against   |
| Ganfeng Lithium Group Co., Ltd. | 30-Nov-23    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 3. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan | Against   |

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

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category                                  | Proposal Description   | Proposal Text  | Vote Cast |
|----------------------------------|--------------|----------------|------------|--|--|--|-----------|
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 2.2. Elect Zhang Dongbin as Director   | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 2.4. Elect Tan Zui as Director   | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 3.1. Elect Zhu Yihong as Director  | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 3.2. Elect Zhu Chenggang as Director   | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 3.3. Elect Sha Liangliang as Director  | Against   |
| Vail Resorts, Inc.               | 06-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1h. Elect Director D. Bruce Sewell   | Against   |
| Vail Resorts, Inc.               | 06-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1i. Elect Director John F. Sorte   | Against   |
| Vail Resorts, Inc.               | 06-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1j. Elect Director Peter A. Vaughn   | Against   |
| Microsoft Corporation            | 07-Dec-23    | USA            | E, S       | E&S Blended - Counter                              | Miscellaneous -- Environmental & Social Counterproposal              | 5. Report on Gender-Based Compensation and Benefits Inequities                         | Against   |
| Microsoft Corporation            | 07-Dec-23    | USA            | E, S       | E&S Blended - Counter                              | Miscellaneous -- Environmental & Social Counterproposal              | 6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy     | Against   |
| Microsoft Corporation            | 07-Dec-23    | USA            | E, S       | E&S Blended - Counter                              | Miscellaneous -- Environmental & Social Counterproposal              | 7. Report on Government Take Down Requests   | Against   |
| Microsoft Corporation            | 07-Dec-23    | USA            | S          | Social - Political Spending                        | Political Contributions Disclosure                                   | 12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures | Against   |
| Bill Holdings, Inc.              | 07-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1.2. Elect Director Peter Kight  | Withhold  |
| Gamuda Berhad                    | 07-Dec-23    | Malaysia       | G          | Director Election - Director Election              | Elect Director   | 5. Elect Chia Aun Ling as Director   | Against   |
| Gamuda Berhad                    | 07-Dec-23    | Malaysia       | G          | Audit Related - Auditor Related                    | Approve Auditors and Authorize Board to Fix Their Remuneration       | 6. Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration | Against   |
| Darktrace Plc                    | 07-Dec-23    | United Kingdom | G          | Director Election - Director Election              | Elect Director   | 4. Re-elect Gordon Hurst as Director   | Against   |



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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Darktrace Plc                 | 07-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Lord Willetts as Director                             | Against   |
| Darktrace Plc                 | 07-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Paul Harrison as Director                            | Against   |
| Goodwe Technologies Co., Ltd. | 07-Dec-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles Board-Related                                   | 1. Amend Articles of Association and Management Systems           | Against   |
| Copart, Inc.                  | 08-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Daniel J. Englander                           | Against   |
| Copart, Inc.                  | 08-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Thomas N. Tryforos                            | Against   |
| Copart, Inc.                  | 08-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Diane M. Morefield                            | Against   |
| Copart, Inc.                  | 08-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Cherylyn Harley LeBon                        | Against   |
| Copart, Inc.                  | 08-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Carl D. Sparks                               | Against   |
| Copart, Inc.                  | 08-Dec-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Nutanix, Inc.                 | 08-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Steven J. Gomo                                 | Against   |
| Associated British Foods Plc  | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Graham Allan as Director                              | Against   |
| Associated British Foods Plc  | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Wolfhart Hauser as Director                           | Against   |
| Associated British Foods Plc  | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Michael McLintock as Director                         | Against   |
| Associated British Foods Plc  | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Dame Heather Rabbatts as Director                    | Against   |
| Associated British Foods Plc  | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Richard Reid as Director                             | Against   |
| Hargreaves Lansdown Plc       | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Deanna Oppenheimer as Director                        | Abstain   |
| Hargreaves Lansdown Plc       | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Roger Perkin as Director                             | Abstain   |
| Hargreaves Lansdown Plc       | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Andrea Blance as Director                            | Against   |
| Hargreaves Lansdown Plc       | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Moni Mannings as Director                            | Against   |

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

| Company Name                                      | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description                                  | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|---|---|-----------|
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 15. Re-elect Penny James as Director  | Against   |
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 16. Re-elect Darren Pope as Director  | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary            | 2. Approve Provision of Guarantee   | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine          | 4. Amend and Restate the Articles of Association  | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings         | 5.1. Amend Rules and Procedures Regarding General Meetings of Shareholders              | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors       | 5.2. Amend Rules and Procedures Regarding Meetings of Board of Directors                | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors       | 5.3. Amend Working System for Independent Directors                                     | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related | 5.4. Amend Management System for Raised Funds   | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related | 5.5. Amend Decision-making System for Related-Party Transaction                         | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related | 5.6. Amend Management System for Providing External Guarantees                          | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related | 5.7. Amend Management System for Providing External Investments                         | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related | 5.8. Amend Management System for Securities Investment, Futures and Derivatives Trading | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors       | 5.9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors              | Against   |
| Fabrinet  | 12-Dec-23    | Cayman Islands | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Seamus Grady  | Withhold  |
| Fabrinet  | 12-Dec-23    | Cayman Islands | G          | Director Election - Director Election                           | Elect Director  | 1.2. Elect Director Thomas F. Kelly   | Withhold  |

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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Palo Alto Networks, Inc.      | 12-Dec-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Palo Alto Networks, Inc.      | 12-Dec-23    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| TuSimple Holdings Inc.        | 13-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mo Chen                                       | Withhold  |
| TuSimple Holdings Inc.        | 13-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director James Lu                                      | Withhold  |
| Dechra Pharmaceuticals Plc    | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Alison Platt as Director                              | Against   |
| Dechra Pharmaceuticals Plc    | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Anthony Griffin as Director                           | Abstain   |
| Dechra Pharmaceuticals Plc    | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Lisa Bright as Director                               | Against   |
| Dechra Pharmaceuticals Plc    | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Lawson Macartney as Director                         | Against   |
| Dechra Pharmaceuticals Plc    | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect John Shipsey as Director                             | Against   |
| Ambu A/S                      | 13-Dec-23    | Denmark        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report                                    | Against   |
| Ambu A/S                      | 13-Dec-23    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 6. Reelect Jorgen Jensen (Chair) as Director                      | Abstain   |
| Ambu A/S                      | 13-Dec-23    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 8.a. Reelect Christian Sagild as Director                         | Abstain   |
| Ambu A/S                      | 13-Dec-23    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 8.b. Reelect Michael del Prado as Director                        | Abstain   |
| Aspen Technology, Inc.        | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Ram R. Krishnan                                | Against   |
| Aspen Technology, Inc.        | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jill D. Smith                                  | Against   |
| CECEP Wind-Power Corp.        | 14-Dec-23    | China          | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 4. Approve Signing of Financial Service Agreement                 | Against   |
| FactSet Research Systems Inc. | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Robin A. Abrams                                | Against   |
| FactSet Research Systems Inc. | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Malcolm Frank                                  | Against   |

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

| Company Name                                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                 | Proposal Description  | Proposal Text  | Vote Cast |
|---|--------------|----------------|------------|---|---|--|-----------|
| National Australia Bank Limited                   | 15-Dec-23    | Australia      | G          | Director Election - Director Election             | Elect Director  | 1a. Elect Simon McKeon as Director   | Against   |
| National Australia Bank Limited                   | 15-Dec-23    | Australia      | G          | Director Election - Director Election             | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | 1f. Elect Stephen Mayne as Director  | Against   |
| National Australia Bank Limited                   | 15-Dec-23    | Australia      | G          | Company Articles - Article Amendments             | Amend Articles/Bylaws/Charter -- Non-Routine                    | 5a. Approve the Amendments to the Company's Constitution   | Against   |
| Ping An Healthcare and Technology Company Limited | 15-Dec-23    | Cayman Islands | G          | Non-Routine Business - Related-Party Transactions | Approve Transaction with a Related Party                        | 3. Approve 2023 Financial Service Cooperation Framework Agreement, Proposed Annual Caps and Related Transactions | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1B. Elect Director JoEllen Lyons Dillon  | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1E. Elect Director Melina Higgins  | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1G. Elect Director Harry A. Korman   | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1J. Elect Director Mark W. Parrish   | Against   |
| Dye & Durham Limited                              | 19-Dec-23    | Canada         | G          | Director Election - Director Election             | Elect Director  | 1.1. Elect Director Brian L. Derksen   | Withhold  |
| Dye & Durham Limited                              | 19-Dec-23    | Canada         | G          | Director Election - Director Election             | Elect Director  | 1.5. Elect Director Leslie O'Donoghue  | Withhold  |
| Dye & Durham Limited                              | 19-Dec-23    | Canada         | G          | Director Election - Director Election             | Elect Director  | 1.6. Elect Director Edward D. (Ted) Prittie  | Withhold  |
| Livent Corporation                                | 19-Dec-23    | USA            | G          | Takeover Related - Takeover - Other               | Require Advance Notice for Shareholder Proposals/Nominations    | 3. Require Advance Notice for Shareholder Proposals/Nominations  | Against   |
| Livent Corporation                                | 19-Dec-23    | USA            | G          | Takeover Related - Takeover - Restricting         | Provide Directors May Only Be Removed for Cause                 | 4. Provide Directors May Only Be Removed for Cause   | Against   |
| Guidewire Software, Inc.                          | 19-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1b. Elect Director Paul Lavin  | Against   |
| Guidewire Software, Inc.                          | 19-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1e. Elect Director Margaret Dillon   | Against   |
| Guidewire Software, Inc.                          | 19-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1g. Elect Director Catherine P. Lego   | Against   |
| Sanan Optoelectronics Co. Ltd.                    | 19-Dec-23    | China          | G          | Director Related - Board Related                  | Approve/Amend Regulations on Board of Directors                 | 1. Amend Independent Director System   | Against   |
| AutoZone, Inc.                                    | 20-Dec-23    | USA            | G          | Director Election - Director Election             | Elect Director  | 1.3. Elect Director Earl G. Graves, Jr.  | Against   |

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

| Company Name                   | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------|--------------|----------------|------------|---|--|--|-----------|
| AutoZone, Inc.                 | 20-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.4. Elect Director Enderson Guimaraes   | Against   |
| AutoZone, Inc.                 | 20-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.6. Elect Director D. Bryan Jordan  | Against   |
| AutoZone, Inc.                 | 20-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.10. Elect Director Jill A. Soltau  | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee                          | 1. Amend Articles of Association   | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                                    | 2. Amend Rules and Procedures Regarding General Meetings of Shareholders             | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 3. Amend Rules and Procedures Regarding Meetings of Board of Directors               | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors             | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 5. Amend the Working Rules for Independent Directors                                 | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Director Election - Director Election                           | Elect Director   | 2Ai. Elect Director Xu Lili  | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Director Election - Director Election                           | Elect Director   | 2Aii. Elect Director Zhu Yonghua   | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Authorize Reissuance of Repurchased Shares                                       | 4C. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Sungrow Power Supply Co., Ltd. | 22-Dec-23    | China          | G          | Compensation - Equity Compensation Plan                         | Approve Restricted Stock Plan  | 1. Approve Draft and Summary of Performance Share Incentive Plan                     | Against   |
| Sungrow Power Supply Co., Ltd. | 22-Dec-23    | China          | G          | Compensation - Equity Compensation Plan                         | Approve Restricted Stock Plan  | 2. Approve Methods to Assess the Performance of Plan Participants                    | Against   |
| Sungrow Power Supply Co., Ltd. | 22-Dec-23    | China          | G          | Compensation - Equity Compensation Plan                         | Approve Restricted Stock Plan  | 3. Approve Authorization of the Board to Handle All Related Matters                  | Against   |
| Sungrow Power Supply Co., Ltd. | 22-Dec-23    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Investment in Another Company  | 5. Approve Capital Injection and Related Party Transaction                           | Against   |
| Sungrow Power Supply Co., Ltd. | 22-Dec-23    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 7. Approve Provision of Guarantee  | Against   |

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

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description                                    | Proposal Text   | Vote Cast |
|---|--------------|--------|------------|---|---|---|-----------|
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary              | 3. Approve Provision of Guarantee to Subsidiaries                                       | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee | 6. Amend Articles of Association  | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors         | 7. Amend Rules and Procedures Regarding Meetings of Board of Directors                  | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings           | 8. Amend Rules and Procedures Regarding General Meetings of Shareholders                | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors         | 9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors                | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors         | 10. Amend Working System for Independent Directors                                      | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 11. Amend Special Management System for Raised Funds                                    | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 12. Amend Related-Party Transaction Management System                                   | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 13. Amend Entrusted Financial Management System   | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 14. Amend Securities Investment and Derivatives Trading Management System               | Against   |
| China Datang Corporation Renewable Power Co., Limited | 28-Dec-23    | China  | G          | Non-Routine Business - Related-Party Transactions               | Approve Transaction with a Related Party                | 3. Approve Deposit Services Under Financial Services Agreement and Proposed Annual Caps | Against   |
| JA Solar Technology Co., Ltd.                         | 28-Dec-23    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary              | 3. Approve Estimated Amount of Guarantee  | Against   |
| Canoo Inc.  | 29-Dec-23    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Tony Aquila   | Withhold  |
| Canoo Inc.  | 29-Dec-23    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.2. Elect Director Josette Sheeran   | Withhold  |
| RingCentral, Inc.                                     | 29-Dec-23    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director Kenneth Goldman   | Withhold  |

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

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|--------|------------|---|--|--|-----------|
| RingCentral, Inc.                                   | 29-Dec-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Robert Theis   | Withhold  |
| RingCentral, Inc.                                   | 29-Dec-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Allan Thygesen   | Withhold  |
| RingCentral, Inc.                                   | 29-Dec-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| Shanghai Aiko Solar Energy Co., Ltd.                | 29-Dec-23    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend Working System for Independent Directors                          | Against   |
| TCL Zhonghuan Renewable Energy Technology Co., Ltd. | 29-Dec-23    | China  | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 2. Approve Financial Service Agreement                                     | Against   |
| Azrieli Group Ltd.                                  | 01-Jan-24    | Israel | G          | Director Election - Director Election               | Elect Director   | 1.4. Reelect Menachem Einan as Director                                    | Against   |
| Azrieli Group Ltd.                                  | 01-Jan-24    | Israel | G          | Director Election - Director Election               | Elect Director   | 1.6. Reelect Ariel Kor as Director   | Against   |
| Azrieli Group Ltd.                                  | 01-Jan-24    | Israel | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors          | Against   |
| Zscaler, Inc.                                       | 05-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1. Elect Director Jagtar (Jay) Chaudhry                                    | Withhold  |
| Zscaler, Inc.                                       | 05-Jan-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify PricewaterhouseCoopers LLP as Auditors                           | Against   |
| Zscaler, Inc.                                       | 05-Jan-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 2.1. Amend Rules and Procedures Regarding General Meetings of Shareholders | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2.2. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2.3. Amend Rules and Procedures Regarding Meetings of Board of Supervisors | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2.4. Amend Working System for Independent Directors                        | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 2.5. Amend Related-Party Transaction Management System                     | Against   |

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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Santander Bank Polska SA      | 11-Jan-24    | Poland         | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 5. Amend April 19, 2023, AGM, Resolution Re: Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program | Against   |
| Tianqi Lithium Corporation    | 12-Jan-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 4. Amend Working Rules for Independent Directors   | Against   |
| China Yangtze Power Co., Ltd. | 16-Jan-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee        | 2. Amend Articles of Association and Rules and Procedures for Meetings   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 3. Re-elect David Lowden as Director   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Andy Smith as Director   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Anne Thorburn as Director  | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Geraldine Huse as Director   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Dean Finch as Director  | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Barbara K. Allen  | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael R. Buchanan   | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Benjamin S. Carson, Sr.   | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Eve Burton  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Tekedra Mawakana  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Suzanne Nora Johnson  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Thomas Szkutak  | Against   |
| Micron Technology, Inc.       | 18-Jan-24    | USA            | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote  | Against   |
| Super Micro Computer, Inc.    | 22-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Judy Lin  | Withhold  |



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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                       | Proposal Description                                    | Proposal Text  | Vote Cast |
|--------------------------------|--------------|--------|------------|---|---|--|-----------|
| Super Micro Computer, Inc.     | 22-Jan-24    | USA    | G          | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan                                | 4. Amend Omnibus Stock Plan  | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1a. Elect Director Lloyd A. Carney   | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1b. Elect Director Kermit R. Crawford  | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1d. Elect Director Ramon Laguarta  | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1f. Elect Director John F. Lundgren  | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1j. Elect Director Linda J. Rendle   | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Compensation - Severance Agreement      | Submit Severance Agreement to Shareholder Vote          | 6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote              | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1.1. Elect Director William M. Brown   | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1.2. Elect Director Catherine M. Burzik  | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1.5. Elect Director Claire M. Fraser   | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1.7. Elect Director Christopher Jones  | Against   |
| Catalent, Inc.                 | 25-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1a. Elect Director Michael J. Barber   | Against   |
| Catalent, Inc.                 | 25-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1c. Elect Director J. Martin Carroll   | Against   |
| Catalent, Inc.                 | 25-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1d. Elect Director Rolf Classon  | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1b. Elect Director Inderpal S. Bhandari  | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1c. Elect Director Ginger L. Graham  | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1g. Elect Director John A. Lederer   | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | E, S       | E&S Blended - Counter                   | Miscellaneous -- Environmental & Social Counterproposal | 8. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | Against   |
| Post Holdings, Inc.            | 25-Jan-24    | USA    | G          | Director Election - Director Election   | Elect Director  | 1.1. Elect Director William P. Stirtz  | Against   |

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

| Company Name                            | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|--------|------------|---|--|--|-----------|
| Post Holdings, Inc.                     | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Thomas C. Erb  | Against   |
| Post Holdings, Inc.                     | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Jennifer Kuperman  | Against   |
| TravelSky Technology Limited            | 25-Jan-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Share Appreciation Rights/Approve Phantom Option Plan  | 1. Approve Phase III H Share Appreciation Rights Scheme, Grant of Share Appreciation Rights to the Incentive Recipients, Corresponding Adjustments to the Exercise Prices and Number of Share Appreciation Rights, Amend Scheme and Related Transactions | Against   |
| Jabil Inc.                              | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Steven A. Raymund   | Against   |
| Jabil Inc.                              | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director David M. Stout  | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Tonit M. Calaway  | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles Cogut   | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Lisa A. Davis   | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Edward L. Monser  | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Matthew H. Paull  | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Hainan Airport Infrastructure Co., Ltd. | 26-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 1. Approve to Formulate Working System for Independent Directors   | Against   |
| Yifeng Pharmacy Chain Co., Ltd.         | 29-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend Working System for Independent Directors  | Against   |
| Kobe Bussan Co., Ltd.                   | 30-Jan-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Numata, Hirokazu   | Against   |
| Kobe Bussan Co., Ltd.                   | 30-Jan-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director and Audit Committee Member Ieki, Takeshi   | Against   |
| Metro Inc.                              | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Lori-Ann Beausoleil  | Withhold  |
| Metro Inc.                              | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Maryse Bertrand  | Withhold  |

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

| Company Name                                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|--------|------------|---|--|---|-----------|
| Metro Inc.                                  | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Pierre Boivin   | Withhold  |
| Metro Inc.                                  | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Stephanie Coyles                                      | Withhold  |
| Metro Inc.                                  | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Christine Magee                                      | Withhold  |
| Metro Inc.                                  | 30-Jan-24    | Canada | G          | Audit Related - Auditor Related                     | Auditor Rotation   | 6. SP 3: Auditor Rotation   | Against   |
| Hormel Foods Corporation                    | 30-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Gary C. Bhojwani                                       | Against   |
| Hormel Foods Corporation                    | 30-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Elsa A. Murano   | Against   |
| Hormel Foods Corporation                    | 30-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director William A. Newlands                                    | Against   |
| Hormel Foods Corporation                    | 30-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jose Luis Prado  | Against   |
| Hormel Foods Corporation                    | 30-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Steven A. White  | Against   |
| Hormel Foods Corporation                    | 30-Jan-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation         | Against   |
| CGI Inc.                                    | 31-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director George A. Cope  | Withhold  |
| CGI Inc.                                    | 31-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Michael B. Pedersen                                   | Withhold  |
| CGI Inc.                                    | 31-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Mary G. Powell                                       | Withhold  |
| CGI Inc.                                    | 31-Jan-24    | Canada | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related                          | 3. SP 1: Approve Incentive Compensation Relating to ESG Goals             | Against   |
| Sangfor Technologies, Inc.                  | 31-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 1. Amend Working System for Independent Directors                         | Against   |
| Eastroc Beverage (Group) Co., Ltd.          | 01-Feb-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend Working System for Independent Directors                         | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA | 02-Feb-24    | Poland | G          | Director Election - Proxy Contest                   | Removal of Existing Board Directors                            | 5.1. Recall Supervisory Board Member                                      | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA | 02-Feb-24    | Poland | G          | Director Election - Director Election               | Elect a Shareholder-Nominee to the Supervisory Board           | 5.2. Elect Supervisory Board Member                                       | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA | 02-Feb-24    | Poland | G          | Director Related - Board Related                    | Company-Specific Board-Related                                 | 6. Approve Collective Suitability Assessment of Supervisory Board Members | Against   |

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

| Company Name                                | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|---------|------------|---|--|---|-----------|
| Powszechna Kasa Oszczednosci Bank Polski SA | 02-Feb-24    | Poland  | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 7. Approve Decision on Covering Costs of Convocation of EGM | Against   |
| Verbio SE                                   | 02-Feb-24    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report                              | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Mariann Byerwalter                       | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Alexander S. Friedman                    | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director John Y. Kim                              | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Karen M. King                            | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Anthony J. Noto                          | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director John W. Thiel                            | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Seth H. Waugh                            | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Geoffrey Y. Yang                         | Against   |
| Franklin Resources, Inc.                    | 06-Feb-24    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                 | Against   |
| Dolby Laboratories, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Peter Gotcher                           | Withhold  |
| Dolby Laboratories, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director David Dolby                             | Withhold  |
| Dolby Laboratories, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Tony Prophet                            | Withhold  |
| Dolby Laboratories, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Simon Segars                            | Withhold  |
| Dolby Laboratories, Inc.                    | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Avadis Tevanian, Jr.                    | Withhold  |
| Tyson Foods, Inc.                           | 08-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director John H. Tyson                            | Against   |
| Tyson Foods, Inc.                           | 08-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Les R. Baledge                           | Against   |
| Tyson Foods, Inc.                           | 08-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Mike Beebe                               | Against   |

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

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Tyson Foods, Inc.         | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director David J. Bronczek                              | Against   |
| Tyson Foods, Inc.         | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Barbara A. Tyson                               | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Ian Meakins as Director                               | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Stefan Bomhard as Director                            | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect John Bryant as Director                              | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Arlene Isaacs-Lowe as Director                       | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Anne-Francoise Nesmes as Director                    | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Sundar Raman as Director                             | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 14. Re-elect Nelson Silva as Director                             | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Ireena Vittal as Director                            | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jocelyn D. Chertoff                            | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Timothy E. Guertin                             | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Jay K. Kunkel                                  | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Walter M. Rosebrough, Jr.                      | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Braden R. Kelly                                | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director James D. Kirsner                               | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Joanna Rees                                    | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| PTC Inc.                  | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Janice Chaffin                                | Withhold  |

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

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description                                    | Proposal Text   | Vote Cast |
|----------------------------------|--------------|--------|------------|---------------------------------------|---|---|-----------|
| PTC Inc.                         | 14-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.4. Elect Director Amar Hanspal  | Withhold  |
| PTC Inc.                         | 14-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.6. Elect Director Paul Lacy   | Withhold  |
| PTC Inc.                         | 14-Feb-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors   | 3. Ratify PricewaterhouseCoopers LLP as Auditors  | Against   |
| Cerence Inc.                     | 15-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director Arun Sarin  | Against   |
| Cerence Inc.                     | 15-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Marianne Budnik   | Against   |
| Cerence Inc.                     | 15-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.4. Elect Director Douglas Davis   | Against   |
| Powszechny Zaklad Ubezpieczen SA | 15-Feb-24    | Poland | G          | Director Election - Proxy Contest     | Removal of Existing Board Directors                     | 5.1. Recall Supervisory Board Member  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 15-Feb-24    | Poland | G          | Director Election - Director Election | Elect a Shareholder-Nominee to the Supervisory Board    | 5.2. Elect Supervisory Board Member   | Against   |
| Powszechny Zaklad Ubezpieczen SA | 15-Feb-24    | Poland | G          | Director Related - Board Related      | Company-Specific Board-Related                          | 6. Approve Collective Suitability of Supervisory Board Members                          | Against   |
| Powszechny Zaklad Ubezpieczen SA | 15-Feb-24    | Poland | G          | Miscellaneous - Miscellaneous         | Company-Specific -- Miscellaneous                       | 7. Approve Decision on Covering Costs of Convocation of EGM                             | Against   |
| Raymond James Financial, Inc.    | 22-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director Robert M. Dutkowsky  | Against   |
| Raymond James Financial, Inc.    | 22-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1c. Elect Director Jeffrey N. Edwards   | Against   |
| Raymond James Financial, Inc.    | 22-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1f. Elect Director Anne Gates   | Against   |
| Raymond James Financial, Inc.    | 22-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director Roderick C. McGeary  | Against   |
| Apple Inc.                       | 28-Feb-24    | USA    | E, S       | E&S Blended - Counter                 | Miscellaneous -- Environmental & Social Counterproposal | 4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy      | Against   |
| Apple Inc.                       | 28-Feb-24    | USA    | S          | Social - Human Rights                 | Operations in High Risk Countries                       | 5. Report on Standards and Procedures to Curate App Content                             | Against   |
| Apple Inc.                       | 28-Feb-24    | USA    | S          | Social - Human Rights                 | Operations in High Risk Countries                       | 8. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions | Against   |
| Deere & Company                  | 28-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director Tamra A. Erwin   | Against   |
| Deere & Company                  | 28-Feb-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1e. Elect Director Michael O. Johanns   | Against   |

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

| Company Name        | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------|--------------|----------------|------------|---|--|--|-----------|
| Deere & Company     | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Clayton M. Jones  | Against   |
| Deere & Company     | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Sherry M. Smith   | Against   |
| Deere & Company     | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Sheila G. Talton  | Against   |
| Deere & Company     | 28-Feb-24    | USA            | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions                  | 4. Report on GHG Reduction Policies and Their Impact on Revenue Generation             | Against   |
| Deere & Company     | 28-Feb-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                          | 5. Civil Rights and Non-Discrimination Audit Proposal                                  | Against   |
| Kone Oyj            | 29-Feb-24    | Finland        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 10. Approve Remuneration Report (Advisory Vote)  | Against   |
| Kone Oyj            | 29-Feb-24    | Finland        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against   |
| Kone Oyj            | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.a. Reelect Matti Alahuhta as Director   | Against   |
| Kone Oyj            | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.d. Reelect Antti Herlin as Director   | Against   |
| Kone Oyj            | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.f. Reelect Jussi Herlin as Director   | Against   |
| Kone Oyj            | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.h. Reelect Ravi Kant as Director  | Against   |
| Kone Oyj            | 29-Feb-24    | Finland        | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 19. Approve Issuance of Shares and Options without Preemptive Rights                   | Against   |
| Virgin Money UK Plc | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect David Bennett as Director  | Against   |
| Virgin Money UK Plc | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Geeta Gopalan as Director  | Against   |
| Virgin Money UK Plc | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Elena Novokreshchenova as Director   | Against   |
| Virgin Money UK Plc | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Darren Pope as Director   | Against   |
| Virgin Money UK Plc | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Tim Wade as Director  | Against   |
| Virgin Money UK Plc | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Sara Weller as Director   | Against   |

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

| Company Name                 | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Novozymes A/S                | 04-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 3.c. Elect Kim Stratton as Director                                     | Abstain   |
| QUALCOMM Incorporated        | 05-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Sylvia Acevedo                                       | Against   |
| QUALCOMM Incorporated        | 05-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ann M. Livermore                                     | Against   |
| QUALCOMM Incorporated        | 05-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Jean-Pascal Tricoire                                 | Against   |
| Nordson Corporation          | 05-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Milton M. Morris                                    | Withhold  |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.4. Reelect Patrice Bula as Director                                   | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.6. Reelect Bridgette Heller as Director                               | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.7. Reelect Daniel Hochstrasser as Director                            | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.11. Reelect Charles Sawyers as Director                               | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.12. Reelect William Winters as Director                               | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.1. Reappoint Patrice Bula as Member of the Compensation Committee     | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.2. Reappoint Bridgette Heller as Member of the Compensation Committee | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.4. Reappoint William Winters as Member of the Compensation Committee  | Against   |
| Novartis AG                  | 05-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)                                    | Against   |
| Demant A/S                   | 06-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote)                          | Against   |
| Demant A/S                   | 06-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.a. Reelect Niels B. Christiansen as Director                          | Abstain   |
| Demant A/S                   | 06-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.b. Reelect Niels Jacobsen as Director                                 | Abstain   |
| Hologic, Inc.                | 07-Mar-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation       | Against   |
| TransDigm Group Incorporated | 07-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jane M. Cronin                                      | Withhold  |



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

| Company Name                              | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|---------|------------|---|--|--|-----------|
| TransDigm Group Incorporated              | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Michael Graff  | Withhold  |
| TransDigm Group Incorporated              | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Gary E. McCullough   | Withhold  |
| TransDigm Group Incorporated              | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Michele L. Santana   | Withhold  |
| TransDigm Group Incorporated              | 07-Mar-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Applied Materials, Inc.                   | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Judy Bruner   | Against   |
| Applied Materials, Inc.                   | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Alexander A. Karsner  | Against   |
| Applied Materials, Inc.                   | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Yvonne McGill   | Against   |
| MACOM Technology Solutions Holdings, Inc. | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director John Ritchie   | Withhold  |
| MACOM Technology Solutions Holdings, Inc. | 07-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Jihye Whang Rosenband  | Withhold  |
| MACOM Technology Solutions Holdings, Inc. | 07-Mar-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Wartsila Oyj Abp                          | 07-Mar-24    | Finland | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                      | 13. Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors | Against   |
| Sanmina Corporation                       | 11-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Eugene A. Delaney   | Against   |
| Sanmina Corporation                       | 11-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Krish Prabhu  | Against   |
| Sanmina Corporation                       | 11-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Mario M. Rosati   | Against   |
| Adient plc                                | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Peter H. Carlin   | Against   |
| Adient plc                                | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Richard Goodman   | Against   |
| Adient plc                                | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jose M. Gutierrez   | Against   |
| Adient plc                                | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Barb J. Samardzich  | Against   |

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

| Company Name          | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------|--------------|---------|------------|---|--|---|-----------|
| Cencora, Inc.         | 12-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Lon R. Greenberg                               | Against   |
| Cencora, Inc.         | 12-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Redonda G. Miller                              | Against   |
| Cencora, Inc.         | 12-Mar-24    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Cencora, Inc.         | 12-Mar-24    | USA     | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 6. Enhance Majority Vote for the Election of Directors            | Against   |
| Analog Devices, Inc.  | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Andre Andonian                                 | Against   |
| Analog Devices, Inc.  | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director James A. Champy                                | Against   |
| Analog Devices, Inc.  | 13-Mar-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Analog Devices, Inc.  | 13-Mar-24    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| GN Store Nord A/S     | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.1. Reelect Jukka Pekka Pertola as Director                    | Abstain   |
| GN Store Nord A/S     | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.2. Reelect Klaus Holve as Director                            | Abstain   |
| GN Store Nord A/S     | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.3. Reelect Helene Barnekow as Director                        | Abstain   |
| GN Store Nord A/S     | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.4. Reelect Anette Weber as Director                           | Abstain   |
| Starbucks Corporation | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Ritch Allison                                  | Withhold  |
| Starbucks Corporation | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Melody Hobson                                  | Withhold  |
| Starbucks Corporation | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Jorgen Vig Knudstorp                           | Withhold  |
| Starbucks Corporation | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Satya Nadella                                  | Withhold  |
| Starbucks Corporation | 13-Mar-24    | USA     | E          | Environmental - Other                               | Community -Environment Impact                                  | 4. Report on Plant-Based Milk Pricing                             | Against   |
| Starbucks Corporation | 13-Mar-24    | USA     | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Conduct Audit and Report on Systemic Discrimination            | Against   |

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

| Company Name                       | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                       | Proposal Text   | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Starbucks Corporation              | 13-Mar-24    | USA         | S          | Social - Human Rights                               | Operations in High Risk Countries                          | 6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions   | Against   |
| Kulicke & Soffa Industries, Inc.   | 13-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mui Sung Yeo  | Withhold  |
| Kulicke & Soffa Industries, Inc.   | 13-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David Jeffrey Richardson  | Withhold  |
| Genmab A/S                         | 13-Mar-24    | Denmark     | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members | 7.a. Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work | Against   |
| Genmab A/S                         | 13-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                | 7.d. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board   | Against   |
| TE Connectivity Ltd.               | 13-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jean-Pierre Clamadieu  | Against   |
| TE Connectivity Ltd.               | 13-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director William A. Jeffrey   | Against   |
| TE Connectivity Ltd.               | 13-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Syaru Shirley Lin  | Against   |
| Johnson Controls International plc | 13-Mar-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jean Blackwell   | Against   |
| Johnson Controls International plc | 13-Mar-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ayesha Khanna  | Against   |
| Johnson Controls International plc | 13-Mar-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Jurgen Tinggren  | Against   |
| Agilent Technologies, Inc.         | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mala Anand  | Against   |
| Agilent Technologies, Inc.         | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Koh Boon Hwee   | Against   |
| Agilent Technologies, Inc.         | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Daniel K. Podolsky  | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Elizabeth L. Buse  | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Michael L. Dreyer  | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Alan J. Higginson  | Against   |

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

| Company Name      | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|---|-----------|
| F5, Inc.          | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Nikhil Mehta                                   | Against   |
| F5, Inc.          | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Michael F. Montoya                             | Against   |
| F5, Inc.          | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Sripada Shivananda                             | Against   |
| DSV A/S           | 14-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report                                    | Against   |
| DSV A/S           | 14-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.1. Reelect Thomas Plenborg as Director                          | Abstain   |
| DSV A/S           | 14-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.3. Reelect Marie-Louise Aamund as Director                      | Abstain   |
| DSV A/S           | 14-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.7. Reelect Benedikte Leroy as Director                          | Abstain   |
| HEICO Corporation | 15-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Mark H. Hildebrandt                           | Against   |
| HEICO Corporation | 15-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Alan Schriesheim                              | Against   |
| HEICO Corporation | 15-Mar-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Yuhan Corp.       | 15-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2.3. Amend Articles of Incorporation (Issuance of New Shares)     | Against   |
| Yuhan Corp.       | 15-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2.4. Amend Articles of Incorporation (Public Offering)            | Against   |
| Pepco Group NV    | 15-Mar-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2b. Approve Remuneration Report                                   | Against   |
| Pepco Group NV    | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6b. Reelect Neil Brown as Director                                | Against   |
| Pepco Group NV    | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6c. Reelect Maria Fernanda Mejia as Director                      | Against   |
| Pepco Group NV    | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6d. Reelect Brendan Connolly as Director                          | Against   |
| Pepco Group NV    | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6f. Reelect Paul Soldatos as Director                             | Against   |
| Pepco Group NV    | 15-Mar-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                                    | 8. Amend Long-Term Incentive Plan                                 | Against   |

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

| Company Name                     | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Pepco Group NV                   | 15-Mar-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 9. Amend Remuneration Policy                                      | Against   |
| Fuji Soft, Inc.                  | 15-Mar-24    | Japan       | G          | Audit Related - Auditor Related                     | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 5. Appoint Shareholder Statutory Auditor Nominee Stephen Givens   | Against   |
| Fuji Soft, Inc.                  | 15-Mar-24    | Japan       | G          | Non-Routine Business - Non-Routine Business         | Initiate Share Repurchase Program  | 6. Initiate Share Repurchase Program                              | Against   |
| The Cooper Companies, Inc.       | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Colleen E. Jay                                | Against   |
| The Cooper Companies, Inc.       | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director William A. Kozy                               | Against   |
| The Cooper Companies, Inc.       | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Cynthia L. Lucchese                           | Against   |
| The Cooper Companies, Inc.       | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Maria Rivas                                   | Against   |
| The Cooper Companies, Inc.       | 19-Mar-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                 | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Bradley W. Buss                               | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Lydia H. Kennard                              | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Daniel R. Tishman                             | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Sander van't Noordende                        | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Janet C. Wolfenbarger                         | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 14a2. Reelect Signhild Arnegard Hansen as Director                | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 14a9. Reelect Helena Saxon as Director                            | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 14a11. Reelect Marcus Wallenberg as Director                      | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 14b. Reelect Marcus Wallenberg as Board Chair                     | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous  | 22. Change Bank Software  | Against   |

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

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| The Toro Company        | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Gary L. Ellis   | Withhold  |
| The Toro Company        | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jill M. Pemberton   | Withhold  |
| The Toro Company        | 19-Mar-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                         | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members                 | 5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million          | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1. Reelect Silvio Napoli as Director and Board Chair                                    | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.1. Reelect Alfred Schindler as Director   | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.3. Reelect Luc Bonnard as Director  | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.5. Reelect Guenter Schaeuble as Director  | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.6. Reelect Tobias Staehelin as Director   | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.7. Reelect Carole Vischer as Director   | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.8. Reelect Petra Winkler as Director  | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.3. Elect Christoph Maeder as Director   | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.4. Elect Thomas Zurbuchen as Director   | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.6. Appoint Petra Winkler as Member of the Compensation Committee                        | Against   |
| Schindler Holding AG    | 19-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)   | Against   |
| Swiss Prime Site AG     | 19-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 7. Transact Other Business (Voting)   | Against   |
| Hyundai Mobis Co., Ltd. | 20-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Keith Witek as Outside Director  | Against   |

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

| Company Name              | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|--|-----------|
| Hyundai Mobis Co., Ltd.   | 20-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.2. Elect Park Gi-tae as Inside Director  | Against   |
| Hyundai Mobis Co., Ltd.   | 20-Mar-24    | South Korea | G          | Director Related - Committee Election               | Elect Member of Audit Committee  | 4. Elect Keith Witek as a Member of Audit Committee  | Against   |
| Svenska Handelsbanken AB  | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.1. Reelect Jon Fredrik Baksaas as Director  | Against   |
| Svenska Handelsbanken AB  | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.5. Reelect Par Boman as Director  | Against   |
| Svenska Handelsbanken AB  | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.8. Reelect Fredrik Lundberg as Director   | Against   |
| Svenska Handelsbanken AB  | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.9. Reelect Ulf Riese as Director  | Against   |
| Svenska Handelsbanken AB  | 20-Mar-24    | Sweden      | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 20. Reelect Par Boman as Board Chairman  | Against   |
| Svenska Handelsbanken AB  | 20-Mar-24    | Sweden      | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Shareholder Miscellaneous                                    | 24. Amend Bank's Mainframe Computers Software  | Against   |
| TD SYNEX Corporation      | 20-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Hau Lee  | Withhold  |
| TD SYNEX Corporation      | 20-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Nayaki Nayyar  | Withhold  |
| Orion Oyj                 | 20-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management   | Against   |
| Orion Oyj                 | 20-Mar-24    | Finland     | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)  | 14. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director | Against   |
| Zealand Pharma A/S        | 20-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 7. Amend Guidelines for Incentive-Based Compensation for Executive Management and Board  | Against   |
| Zealand Pharma A/S        | 20-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 8. Approve Remuneration Report (Advisory Vote)   | Against   |
| Zealand Pharma A/S        | 20-Mar-24    | Denmark     | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 10. Approve Creation of DKK 12.5 Million Pool of Capital without Preemptive Rights   | Against   |
| Gjensidige Forsikring ASA | 20-Mar-24    | Norway      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 7. Approve Remuneration Statement  | Against   |

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

| Company Name                | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Gjensidige Forsikring ASA   | 20-Mar-24    | Norway      | G          | Director Election -<br>Director Election -<br>Bundled     | Elect Directors (Bundled)  | 10.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director | Against   |
| Keysight Technologies, Inc. | 21-Mar-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Charles J. Dockendorff   | Against   |
| Keysight Technologies, Inc. | 21-Mar-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director Robert A. Rango  | Against   |
| ORION Corp. (Korea)         | 21-Mar-24    | South Korea | G          | Director Election -<br>Director Election                  | Elect Director   | 3.1. Elect Lee Wook as Outside Director  | Against   |
| ORION Corp. (Korea)         | 21-Mar-24    | South Korea | G          | Director Related -<br>Committee Election                  | Elect Member of Audit Committee  | 4.1. Elect Lee Wook as a Member of Audit Committee   | Against   |
| ORION Corp. (Korea)         | 21-Mar-24    | South Korea | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5. Approve Total Remuneration of Inside Directors and Outside Directors  | Against   |
| Banco Santander SA          | 21-Mar-24    | Spain       | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Approve Remuneration Policy  | 6.A. Approve Remuneration Policy   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.1. Reelect Michael Suess as Director and Board Chair   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.2. Reelect Paul Adams as Director  | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.4. Reelect Inka Koljonen as Director   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.6. Reelect Alexey Moskov as Director   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.7. Reelect Gerhard Pegam as Director   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.8. Reelect Zhenguo Yao as Director   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee                                     | 6.1. Reappoint Paul Adams as Member of the Human Resources Committee   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee                                     | 6.2. Reappoint Inka Koljonen as Member of the Human Resources Committee  | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee                                     | 6.3. Reappoint Alexey Moskov as Member of the Human Resources Committee  | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee                                     | 6.4. Reappoint Gerhard Pegam as Member of the Human Resources Committee  | Against   |



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

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.5. Reappoint Zhenguo Yao as Member of the Human Resources Committee                     | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 9. Approve Remuneration Report  | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 13. Transact Other Business (Voting)  | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 7.3. Reelect Lars Foerberg as Director  | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 7.6. Reelect Jennifer Xin-Zhe Li as Director  | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 7.10. Reelect Peter Voser as Director and Board Chair                                     | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 8.3. Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee                | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 11. Transact Other Business (Voting)  | Against   |
| CHUNBO Co., Ltd.        | 21-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                               | 2. Amend Articles of Incorporation  | Against   |
| Carl Zeiss Meditec AG   | 21-Mar-24    | Germany     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | 8. Elect Stefan Mueller to the Supervisory Board  | Against   |
| Carl Zeiss Meditec AG   | 21-Mar-24    | Germany     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 9. Approve Remuneration Report  | Against   |
| DOUZONE BIZON Co., Ltd. | 21-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Kim Yong-woo as Inside Director  | Against   |
| DOUZONE BIZON Co., Ltd. | 21-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Lee Gang-su as Inside Director   | Against   |
| Givaudan SA             | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.2. Reelect Ingrid Deltenre as Director  | Against   |
| Givaudan SA             | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.4. Reelect Sophie Gasperment as Director  | Against   |
| Givaudan SA             | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.5. Reelect Calvin Grieder as Director and Board Chair                                 | Against   |
| Givaudan SA             | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.7. Reelect Tom Knutzen as Director  | Against   |

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

| Company Name      | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|---|-----------|
| Givaudan SA       | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.2.2. Reappoint Ingrid Deltenre as Member of the Compensation Committee  | Against   |
| Givaudan SA       | 21-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)   | Against   |
| Nordea Bank Abp   | 21-Mar-24    | Finland     | E          | Environmental - Climate                             | Restriction of Fossil Fuel Financing                           | 24. Approve Business Activities in Line with the Paris Agreement  | Against   |
| Valmet Corp.      | 21-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 10. Approve Remuneration Policy And Other Terms of Employment For Executive Management  | Against   |
| Valmet Corp.      | 21-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Remuneration Report (Advisory Vote)   | Against   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.1. Reelect Helge Lund (Chair) as Director   | Abstain   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.2. Reelect Henrik Poulsen (Vice Chair) as Director  | Abstain   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.3c. Reelect Sylvie Gregoire as Director   | Abstain   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.3d. Reelect Kasim Kutay as Director   | Abstain   |
| Ciena Corporation | 21-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Hassan M. Ahmed  | Against   |
| Ciena Corporation | 21-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Patrick T. Gallagher   | Against   |
| Danske Bank A/S   | 21-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.a. Reelect Martin Blessing as Director  | Abstain   |
| Danske Bank A/S   | 21-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.f. Reelect Helle Valentin as Director   | Abstain   |
| Danske Bank A/S   | 21-Mar-24    | Denmark     | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 12.a. Approve Banking Benefits for Shareholders   | Against   |
| Danske Bank A/S   | 21-Mar-24    | Denmark     | E          | Environmental - Climate                             | Restriction of Fossil Fuel Financing                           | 12.b1. Streamlining Climate Policy and Approach to Fossil Companies   | Against   |
| Danske Bank A/S   | 21-Mar-24    | Denmark     | E          | Environmental - Climate                             | Restriction of Fossil Fuel Financing                           | 12.b2. Exclusion of Shares in Companies within Exploration and Production of Oil and Gas  | Against   |
| Jyske Bank A/S    | 21-Mar-24    | Denmark     | S          | Social - Political Spending                         | Political Activities and Action                                | f.6. Company Refrains from Making Political Donations, Provide Financial Support to Political Parties or Support to Individual Political Candidates | Against   |

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

| Company Name   | Meeting Date | Market  | ESG Pillar | Proposal Category                     | Proposal Description   | Proposal Text   | Vote Cast |
|----------------|--------------|---------|------------|---------------------------------------|--|---|-----------|
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1. Elect Members of Committee of Representatives (Vote for All Candidates)        | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.1. Reelect Annette Bache as Member of Committee of Representatives              | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.2. Reelect Asger Fredslund Pedersen as Member of Committee of Representatives   | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.3. Reelect Dorte Brix Nagell as Member of Committee of Representatives          | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.4. Reelect Frank Buch-Andersen as Member of Committee of Representatives        | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.5. Reelect Hans Bonde Hansen as Member of Committee of Representatives          | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.6. Reelect Jan Poul Crilles Tonnesen as Member of Committee of Representatives  | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.7. Reelect Jens Kramer Mikkelsen as Member of Committee of Representatives      | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.8. Reelect Jens-Christian Bay as Member of Committee of Representatives         | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.9. Reelect Jesper Brockner Nielsen as Member of Committee of Representatives    | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.10. Reelect Jorgen Hellesoe Mathiesen as Member of Committee of Representatives | Abstain   |

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

| Company Name          | Meeting Date | Market  | ESG Pillar | Proposal Category                        | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------|--------------|---------|------------|--|--|---|-----------|
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.111. Reelect Kim Elfving as Member of Committee of Representatives            | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.112. Reelect Marie Louise Pind as Member of Committee of Representatives      | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.113. Reelect Philip Baruch as Member of Committee of Representatives          | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.114. Reelect Steen Jensen as Member of Committee of Representatives           | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.115. Reelect Soren Elmann Ingerslev as Member of Committee of Representatives | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.116. Reelect Soren Lynggaard as Member of Committee of Representatives        | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.117. Reelect Soren Tscherning as Member of Committee of Representatives       | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.118. Reelect Thomas Moberg as Member of Committee of Representatives          | Abstain   |
| Jyske Bank A/S        | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.119. Reelect Tina Rasmussen as Member of Committee of Representatives         | Abstain   |
| Tryg A/S              | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Director   | 7.1. Reelect Jukka Pertola as Member of Board                                   | Abstain   |
| Tryg A/S              | 21-Mar-24    | Denmark | G          | Director Election -<br>Director Election | Elect Director   | 7.5. Reelect Steffen Kragh as Director  | Abstain   |
| Kyowa Kirin Co., Ltd. | 22-Mar-24    | Japan   | G          | Director Related -<br>Statutory Auditor  | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]       | 3. Appoint Statutory Auditor Kobayashi, Hajime                                  | Against   |

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

| Company Name                    | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Cosmo AM&T Co., Ltd.            | 25-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Hong Dong-hwan as Inside Director  | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Jeong Deok-gyun as Inside Director                                       | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Heo Jong-yeol as Inside Director   | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.4. Elect Kim Ho-won as Outside Director   | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Related - Statutory Auditor                | Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)                 | 5. Authorize Board to Fix Remuneration of Internal Auditor(s)                       | Against   |
| SK Biopharmaceuticals Co., Ltd. | 26-Mar-24    | South Korea | G          | Director Related - Committee Election               | Elect Member of Audit Committee  | 3. Elect Seo Ji-hui as a Member of Audit Committee                                  | Against   |
| CS Wind Corp.                   | 26-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.3. Elect Lim Byeong-yeon as Outside Director                                      | Against   |
| CS Wind Corp.                   | 26-Mar-24    | South Korea | G          | Director Related - Committee Election               | Elect Member of Audit Committee  | 4. Elect Lim Byeong-yeon as a Member of Audit Committee                             | Against   |
| CS Wind Corp.                   | 26-Mar-24    | South Korea | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors           | 5. Approve Total Remuneration of Inside Directors and Outside Directors             | Against   |
| Celltrion Pharm Inc.            | 26-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Seo Jin-seok as Inside Director  | Against   |
| Doosan Fuel Cell Co., Ltd.      | 26-Mar-24    | South Korea | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors           | 5. Approve Total Remuneration of Inside Directors and Outside Directors             | Against   |
| Hulic Co., Ltd.                 | 26-Mar-24    | Japan       | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Aratani, Masao                                       | Against   |
| Sk Ie Technology Co., Ltd.      | 26-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2. Elect Ryu Jin-suk as Non-Independent Non-Executive Director                      | Against   |
| Swedbank AB                     | 26-Mar-24    | Sweden      | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous  | 23. Change Bank Software  | Against   |
| Swedbank AB                     | 26-Mar-24    | Sweden      | E          | Environmental - Climate                             | Restriction of Fossil Fuel Financing   | 24. Adopt Company Strategy Aligned with the Paris Agreement Goal                    | Against   |
| Sartorius Stedim Biotech SA     | 26-Mar-24    | France      | G          | Compensation - Directors' Compensation              | Remuneration-Related   | 5. Approve Compensation Report of Corporate Officers                                | Against   |
| Sartorius Stedim Biotech SA     | 26-Mar-24    | France      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 9. Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023 | Against   |

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

| Company Name                | Meeting Date | Market  | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|---------|------------|---|--|--|-----------|
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Compensation - Remuneration Policy & Implementation   | Approve Remuneration Policy  | 11. Approve Remuneration Policy of CEO   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Director Election - Director Election                 | Elect Director   | 13. Reelect Anne-Marie Graffin as Director   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Capitalization - Capital Structure - Repurchase       | Authorize Share Repurchase Program   | 16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Capitalization - Capital Issuance                     | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights                                  | 18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million                          | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Capitalization - Capital Issuance                     | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                                 | 19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million                       | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Capitalization - Capital Structure - Placement        | Approve Issuance of Shares for a Private Placement   | 20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million                 | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Capitalization - Capital Issuance                     | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19 Above     | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Capitalization - Capital Issuance                     | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions                         | 22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan   | 24. Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France  | G          | Compensation - Equity Compensation Plan               | Approve Restricted Stock Plan  | 25. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans  | Against   |
| Kesko Oyj                   | 26-Mar-24    | Finland | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation   | 11. Approve Remuneration Report (Advisory Vote)  | Against   |
| Kesko Oyj                   | 26-Mar-24    | Finland | G          | Compensation - Remuneration Policy & Implementation   | Approve Remuneration Policy  | 12. Approve Remuneration Policy And Other Terms of Employment For Executive Management   | Against   |
| Kesko Oyj                   | 26-Mar-24    | Finland | G          | Director Election - Director Election - Bundled       | Elect Directors (Bundled)  | 15. Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director | Against   |

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

| Company Name                         | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|-------------|------------|---|---|---|-----------|
| McDonald's Holdings Co. (Japan) Ltd. | 26-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director  | 2.3. Elect Director Jo Sempels  | Against   |
| McDonald's Holdings Co. (Japan) Ltd. | 26-Mar-24    | Japan       | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]  | 3.2. Appoint Statutory Auditor Ellen Caya   | Against   |
| McDonald's Holdings Co. (Japan) Ltd. | 26-Mar-24    | Japan       | G          | Compensation - Director/Statutory Auditor Bonus     | Approve Special Payments to Continuing Directors/Statutory Auditors in Connection with Abolition of Retirement Bonus System | 4. Approve Bonus Related to Retirement Bonus System Abolition   | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 4.1.3. Reelect Justin Howell as Director  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 4.1.4. Reelect Gordana Landen as Director   | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 4.1.6. Reelect Paul Schuler as Director   | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee  | 4.4.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee   | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee  | 4.4.2. Reappoint Gordana Landen as Member of the Nomination and Compensation Committee  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee  | 4.4.3. Appoint Paul Schuler as Member of the Nomination and Compensation Committee  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business  | 7. Transact Other Business (Voting)   | Against   |
| NH Investment & Securities Co., Ltd. | 27-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director  | 2.3. Elect Park Hae-sik as Outside Director   | Against   |
| NH Investment & Securities Co., Ltd. | 27-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director  | 4. Elect Lee Bo-won as Inside Director to Serve as an Audit Committee Member  | Against   |
| Konecranes Oyj                       | 27-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management  | Against   |
| Konecranes Oyj                       | 27-Mar-24    | Finland     | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)   | 14. Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittisjarvi and Paivi Rekonen as Directors; Elect Thomas Schulz and Birgit Seeger as New Directors | Against   |

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

| Company Name       | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------|--------------|-------------|------------|---|--|--|-----------|
| OTSUKA CORP.       | 27-Mar-24    | Japan       | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.1. Appoint Statutory Auditor Nakai, Kazuhiko                                   | Against   |
| SK hynix, Inc.     | 27-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 6. Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member | Against   |
| NEXON Co., Ltd.    | 27-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Junghun Lee  | Against   |
| NEXON Co., Ltd.    | 27-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Uemura, Shiro  | Against   |
| NEXON Co., Ltd.    | 27-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director and Audit Committee Member Alexander Iosilevich              | Against   |
| NEXON Co., Ltd.    | 27-Mar-24    | Japan       | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan  | 3. Approve Deep Discount Stock Option Plan                                       | Against   |
| Swisscom AG        | 27-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 1.2. Approve Remuneration Report (Non-Binding)                                   | Against   |
| Swisscom AG        | 27-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1. Reelect Michael Rechsteiner as Director and Board Chair                     | Against   |
| Swisscom AG        | 27-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.3. Reelect Monique Bourquin as Director  | Against   |
| Swisscom AG        | 27-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.6. Reelect Sandra Lathion-Zweifel as Director                                  | Against   |
| Swisscom AG        | 27-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 5.2. Reappoint Monique Bourquin as Member of the Compensation Committee          | Against   |
| Swisscom AG        | 27-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee       | Against   |
| Swisscom AG        | 27-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 9. Transact Other Business (Voting)  | Against   |
| Kakao Corp.        | 28-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Jeong Shin-ah as Inside Director                                      | Against   |
| Kakao Corp.        | 28-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.3. Elect Cho Seok-young as Inside Director                                     | Against   |
| AGC, Inc. (Japan)  | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Shimamura, Takuya  | Against   |
| AGC, Inc. (Japan)  | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Hirai, Yoshinori   | Against   |
| Dentsu Group, Inc. | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Igarashi, Hiroshi  | Against   |



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

| Company Name                                 | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| Dentsu Group, Inc.                           | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Sagawa, Keiichi                                     | Against   |
| Dentsu Group, Inc.                           | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Sogabe, Mihoko                                      | Against   |
| Kangwon Land, Inc.                           | 28-Mar-24    | South Korea | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors       | 2. Approve Total Remuneration of Inside Directors and Outside Directors | Against   |
| Nippon Express Holdings, Inc.                | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 3.2. Elect Director and Audit Committee Member Aoki, Yoshio             | Against   |
| Park Systems Corp.                           | 28-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2. Elect Park Sang-il as Inside Director                                | Against   |
| Rakuten Group, Inc.                          | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Mikitani, Hiroshi                                   | Against   |
| Sasa Polyester Sanayi AS                     | 28-Mar-24    | Turkey      | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors       | 8. Approve Director Remuneration  | Against   |
| Sasa Polyester Sanayi AS                     | 28-Mar-24    | Turkey      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 11. Authorize Share Capital Increase without Preemptive Rights          | Against   |
| Sasa Polyester Sanayi AS                     | 28-Mar-24    | Turkey      | S          | Social - Charitable Spending                        | Approve Charitable Donations   | 14. Approve Upper Limit of Donations for 2024                           | Against   |
| NEXTIN, Inc.                                 | 28-Mar-24    | South Korea | G          | Compensation - Equity Compensation Plan             | Approve Stock Option Plan Grants   | 6. Approve Stock Option Grants  | Against   |
| NEXTIN, Inc.                                 | 28-Mar-24    | South Korea | G          | Director Related - Statutory Auditor                | Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)             | 8. Authorize Board to Fix Remuneration of Internal Auditor(s)           | Against   |
| HYBE Co., Ltd.                               | 29-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 2. Amend Articles of Incorporation                                      | Against   |
| Cybozu, Inc.                                 | 30-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Nishibata, Yoshihisa                                | Against   |
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 02-Apr-24    | China       | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 1.1. Elect Zhang Liandong as Director                                   | Against   |
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 02-Apr-24    | China       | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 2.1. Elect Nie Yao as Director  | Against   |
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 02-Apr-24    | China       | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 2.3. Elect Mao Lingxiao as Director                                     | Against   |

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

| Company Name             | Meeting Date | Market      | ESG Pillar | Proposal Category                     | Proposal Description                                    | Proposal Text   | Vote Cast |
|--------------------------|--------------|-------------|------------|---------------------------------------|---|---|-----------|
| The Walt Disney Company  | 03-Apr-24    | USA         | G          | Director Election - Proxy Contest     | Elect Director (Dissident)                              | 1.2. Elect Dissident Nominee Director James ("Jay") A. Rasulo               | Withhold  |
| The Walt Disney Company  | 03-Apr-24    | USA         | G          | Director Election - Proxy Contest     | Elect Director (Management)                             | 1.2. Elect Management Nominee Director Maria Elena Lagomasino               | Withhold  |
| The Walt Disney Company  | 03-Apr-24    | USA         | G          | Director Election - Proxy Contest     | Elect Director (Dissident)                              | 1.1. Elect Dissident Nominee Director Craig Hatkoff                         | Withhold  |
| The Walt Disney Company  | 03-Apr-24    | USA         | G          | Director Election - Proxy Contest     | Elect Director (Dissident)                              | 1.2. Elect Dissident Nominee Director Jessica Schell                        | Withhold  |
| The Walt Disney Company  | 03-Apr-24    | USA         | G          | Director Election - Proxy Contest     | Elect Director (Dissident)                              | 1.3. Elect Dissident Nominee Director Leah Solivan                          | Withhold  |
| The Walt Disney Company  | 03-Apr-24    | USA         | G          | Compensation - Severance Agreement    | Submit Severance Agreement to Shareholder Vote          | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote       | Against   |
| The Walt Disney Company  | 03-Apr-24    | USA         | E, S       | E&S Blended - Counter                 | Miscellaneous -- Environmental & Social Counterproposal | 7. Report on Gender-Based Compensation and Benefits Inequities              | Against   |
| The Walt Disney Company  | 03-Apr-24    | USA         | S          | Social - Charitable Spending          | Charitable Contributions                                | 8. Report on Charitable Contributions                                       | Against   |
| The Walt Disney Company  | 03-Apr-24    | USA         | G          | Director Related - Board Related      | Company-Specific Board-Related                          | 10. Advisory Vote on Board Size and Related Vacancies                       | Against   |
| FirstService Corporation | 03-Apr-24    | Canada      | G          | Director Election - Director Election | Elect Director  | 1C. Elect Director Steve H. Grimshaw  | Withhold  |
| FirstService Corporation | 03-Apr-24    | Canada      | G          | Director Election - Director Election | Elect Director  | 1F. Elect Director Frederick F. Reichheld                                   | Withhold  |
| FirstService Corporation | 03-Apr-24    | Canada      | G          | Director Election - Director Election | Elect Director  | 1H. Elect Director Erin J. Wallace  | Withhold  |
| Inficon Holding AG       | 04-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director  | 5.2. Reelect Vanessa Frey as Director                                       | Against   |
| Inficon Holding AG       | 04-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director  | 5.3. Reelect Beat Siegrist as Director                                      | Against   |
| Inficon Holding AG       | 04-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director  | 5.4. Reelect Reto Suter as Director   | Against   |
| Inficon Holding AG       | 04-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director  | 5.5. Reelect Lukas Winkler as Director                                      | Against   |
| Inficon Holding AG       | 04-Apr-24    | Switzerland | G          | Director Related - Committee Election | Elect Member of Remuneration Committee                  | 6.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee | Against   |
| Inficon Holding AG       | 04-Apr-24    | Switzerland | G          | Director Related - Committee Election | Elect Member of Remuneration Committee                  | 6.2. Reappoint Reto Suter as Member of the Compensation and HR Committee    | Against   |
| Inficon Holding AG       | 04-Apr-24    | Switzerland | G          | Director Related - Committee Election | Elect Member of Remuneration Committee                  | 6.3. Reappoint Lukas Winkler as Member of the Compensation and HR Committee | Against   |

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

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Inficon Holding AG               | 04-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 14. Transact Other Business (Voting)  | Against   |
| Raiffeisen Bank International AG | 04-Apr-24    | Austria        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 4. Approve Remuneration Policy  | Against   |
| Raiffeisen Bank International AG | 04-Apr-24    | Austria        | G          | Director Election - Director Election               | Elect Supervisory Board Member   | 7. Elect Martin Schaller as Supervisory Board Member  | Against   |
| Raiffeisen Bank International AG | 04-Apr-24    | Austria        | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 11. Approve Creation of EUR 501.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Against   |
| Rio Tinto Plc                    | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Dominic Barton as Director   | Against   |
| Rio Tinto Plc                    | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Simon Henry as Director  | Against   |
| Rio Tinto Plc                    | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Kaisa Hietala as Director  | Against   |
| Rio Tinto Plc                    | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 14. Re-elect Sam Laidlaw as Director  | Against   |
| Rio Tinto Plc                    | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Jennifer Nason as Director   | Against   |
| Rio Tinto Plc                    | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 17. Re-elect Ngaire Woods as Director   | Against   |
| Rio Tinto Plc                    | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 18. Re-elect Ben Wyatt as Director  | Against   |
| EDP Renovaveis SA                | 04-Apr-24    | Spain          | G          | Director Election - Director Election               | Elect Director   | 8.H. Reelect Antonio Sarmento Gomes Mota as Director  | Against   |
| EDP Renovaveis SA                | 04-Apr-24    | Spain          | G          | Director Election - Director Election               | Elect Director   | 8.I. Reelect Rosa Maria Garcia Garcia as Director   | Against   |
| EDP Renovaveis SA                | 04-Apr-24    | Spain          | G          | Director Election - Director Election               | Elect Director   | 8.J. Reelect Jose Manuel Felix Morgado as Director  | Against   |
| BAWAG Group AG                   | 08-Apr-24    | Austria        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 7. Approve Remuneration Report  | Against   |
| BAWAG Group AG                   | 08-Apr-24    | Austria        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 8. Approve Remuneration Policy  | Against   |
| A. O. Smith Corporation          | 09-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Victoria M. Holt  | Withhold  |
| A. O. Smith Corporation          | 09-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Ilham Kadri   | Withhold  |

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

| Company Name                            | Meeting Date | Market      | ESG Pillar | Proposal Category                     | Proposal Description                             | Proposal Text  | Vote Cast |
|---|--------------|-------------|------------|---------------------------------------|--|--|-----------|
| The Bank of New York Mellon Corporation | 09-Apr-24    | USA         | E, S       | E&S Blended - Other                   | Miscellaneous Proposal -- Environmental & Social | 5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director                                   | 4.1.a. Reelect Ahmed Al Umar as Director   | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director                                   | 4.1.b. Reelect Guenter von Au as Director  | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director                                   | 4.1.h. Reelect Peter Steiner as Director   | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland | G          | Director Election - Director Election | Elect Director                                   | 4.1.j. Reelect Susanne Wamsler as Director   | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland | G          | Director Related - Board Related      | Elect Board Chairman/Vice-Chairman               | 4.2. Reelect Guenter von Au as Board Chair   | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland | G          | Routine Business - Routine Business   | Other Business                                   | 6.1. Additional Voting Instructions - Board of Directors Proposals (Voting)                          | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland | G          | Routine Business - Routine Business   | Other Business                                   | 6.2. Additional Voting Instructions - Shareholder Proposals (Voting)                                 | Against   |
| Synopsys, Inc.                          | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1f. Elect Director Janice D. Chaffin   | Against   |
| Synopsys, Inc.                          | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1j. Elect Director Jeannine P. Sargent   | Against   |
| Hewlett Packard Enterprise Company      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1f. Elect Director Ann M. Livermore  | Against   |
| Hewlett Packard Enterprise Company      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1i. Elect Director Charles H. Noski  | Against   |
| Hewlett Packard Enterprise Company      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1k. Elect Director Gary M. Reiner  | Against   |
| Hewlett Packard Enterprise Company      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1l. Elect Director Patricia F. Russo   | Against   |
| Lennar Corporation                      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1a. Elect Director Amy Banse   | Against   |
| Lennar Corporation                      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1f. Elect Director Teri P. McClure   | Against   |
| Lennar Corporation                      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1g. Elect Director Stuart Miller   | Against   |
| Lennar Corporation                      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1h. Elect Director Armando Olivera   | Against   |
| Lennar Corporation                      | 10-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                                   | 1j. Elect Director Jeffrey Sonnenfeld  | Against   |

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

| Company Name              | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|---------------------------|--------------|-------------|------------|---|---|--|-----------|
| Lennar Corporation        | 10-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation    | Against   |
| Zurich Insurance Group AG | 10-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business  | 6. Transact Other Business (Voting)                                  | Against   |
| Zangge Mining Co., Ltd.   | 10-Apr-24    | China       | G          | Routine Business - Routine Business                 | Approve Provisionary Budget and Strategy for Fiscal Year 20XX   | 5. Approve Financial Budget Report                                   | Against   |
| Zangge Mining Co., Ltd.   | 10-Apr-24    | China       | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                 | 11. Amend Working Rules for Independent Directors                    | Against   |
| Davide Campari-Milano NV  | 11-Apr-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2b. Approve Remuneration Report                                      | Against   |
| Davide Campari-Milano NV  | 11-Apr-24    | Netherlands | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)              | 4b. Approve Discharge of Non-Executive Directors                     | Against   |
| Davide Campari-Milano NV  | 11-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Director  | 5b. Elect Robert Kunze-Concewitz as Non-Executive Director           | Against   |
| Davide Campari-Milano NV  | 11-Apr-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                     | 6. Approve Remuneration Policy                                       | Against   |
| Davide Campari-Milano NV  | 11-Apr-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                   | 7. Approve Long Term Incentive Plan for the Members of the Lead Team | Against   |
| Davide Campari-Milano NV  | 11-Apr-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                   | 9. Approve CFOO Last Mile Incentive Plan                             | Against   |
| Davide Campari-Milano NV  | 11-Apr-24    | Netherlands | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                              | 10. Authorize Board to Repurchase Shares                             | Against   |
| Royal Bank of Canada      | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Mirko Bibic                                      | Withhold  |
| Royal Bank of Canada      | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Andrew A. Chisholm                               | Withhold  |
| Royal Bank of Canada      | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Cynthia Devine                                   | Withhold  |
| Royal Bank of Canada      | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Roberta L. Jamieson                              | Withhold  |
| Royal Bank of Canada      | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.10. Elect Director Maryann Turcke                                  | Withhold  |
| Royal Bank of Canada      | 11-Apr-24    | Canada      | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions | 2. SP 2: Report on Impact of Oil and Gas Divestment                  | Against   |

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

| Company Name                        | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| AstraZeneca PLC                     | 11-Apr-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 7. Approve Remuneration Policy  | Against   |
| AstraZeneca PLC                     | 11-Apr-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan  | 8. Amend Performance Share Plan 2020  | Against   |
| Banca Monte dei Paschi di Siena SpA | 11-Apr-24    | Italy          | G          | Director Related - Statutory Auditor                | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 5.3. Appoint Further Alternate Internal Statutory Auditor if Necessary                  | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 14.3. Reelect Sven Hagstromer as Director   | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 14.4. Reelect John Hedberg as Director  | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 15.1. Reelect Sven Hagstromer as Board Chair  | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 15.2. Elect John Hedberg as Vice Chairman   | Against   |
| Straumann Holding AG                | 12-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 6.3. Reelect Marco Gadola as Director   | Against   |
| Straumann Holding AG                | 12-Apr-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 7.2. Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee | Against   |
| Straumann Holding AG                | 12-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)  | Against   |
| UniCredit SpA                       | 12-Apr-24    | Italy          | G          | Director Election - Director Election - Bundled     | Elect Supervisory Board Members (Bundled)  | 6.2. Slate 2 Submitted by Institutional Investors (Assogestioni)                        | Against   |
| United States Steel Corporation     | 12-Apr-24    | USA            | G          | Compensation - Severance Agreement                  | Advisory Vote on Golden Parachutes   | 2. Advisory Vote on Golden Parachutes   | Against   |
| Swiss Re AG                         | 12-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 7. Transact Other Business (Voting)   | Against   |
| IQVIA Holdings Inc.                 | 16-Apr-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify PricewaterhouseCoopers LLP as Auditors  | Against   |
| Parsons Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mark K. Holdsworth  | Withhold  |
| Parsons Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director M. Christian Mitchell   | Withhold  |
| Moody's Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jorge A. Bermudez  | Against   |
| Moody's Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Therese Esperdy  | Against   |

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

| Company Name               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------|--------------|--------|------------|---|--|---|-----------|
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Vincent A. Forlenza                            | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Kathryn M. Hill                                | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Lloyd W. Howell, Jr.                           | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jose M. Minaya                                 | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Leslie F. Seidman                              | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Zig Serafin                                    | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Bruce Van Saun                                 | Against   |
| Northern Trust Corporation | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Linda Walker Bynoe                             | Against   |
| Northern Trust Corporation | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Jay L. Henderson                               | Against   |
| Northern Trust Corporation | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Charles A. Tribbett, III                       | Against   |
| M&T Bank Corporation       | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robert T. Brady                               | Against   |
| M&T Bank Corporation       | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Carlton J. Charles                            | Against   |
| M&T Bank Corporation       | 16-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Kimberly J. Harris                             | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Roland A. Hernandez                            | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Richard P. McKenney                            | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Scott W. Wine                                  | Against   |
| Adobe Inc.                 | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Amy Banse                                      | Against   |
| Adobe Inc.                 | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Frank Calderoni                                | Against   |

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

| Company Name                                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|--|--|-----------|
| Adobe Inc.                                       | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Kathleen Oberg  | Against   |
| Adobe Inc.                                       | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Daniel Rosensweig   | Against   |
| Adobe Inc.                                       | 17-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation                                    | Against   |
| Adobe Inc.                                       | 17-Apr-24    | USA    | G          | Director Related - Board Related                    | Company-Specific Board-Related                                 | 5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy  | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Mark A. Crosswhite  | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Joia M. Johnson   | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ruth Ann Marshall   | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director James T. Prokopanko   | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Lee J. Styslinger, III  | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social               | 5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | Against   |
| The Sherwin-Williams Company                     | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Kerri B. Anderson   | Against   |
| The Sherwin-Williams Company                     | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Jeff M. Fetting   | Against   |
| The Sherwin-Williams Company                     | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Matthew Thornton, III   | Against   |
| BANK POLSKA KASA OPIEKI SA                       | 17-Apr-24    | Poland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Approve Remuneration Report  | Against   |
| BANK POLSKA KASA OPIEKI SA                       | 17-Apr-24    | Poland | G          | Director Election - Director Election - Bundled     | Elect Supervisory Board Members (Bundled)                      | 15. Elect Supervisory Board Members  | Against   |
| BANK POLSKA KASA OPIEKI SA                       | 17-Apr-24    | Poland | G          | Miscellaneous - Board Related                       | Company Specific--Board-Related                                | 16. Approve Assessment of Supervisory Board Suitability  | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 11. Approve Draft and Summary of Performance Shares Incentive Plan                                   | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 12. Approve Methods to Assess the Performance of Plan Participants                                   | Against   |



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

| Company Name                                     | Meeting Date | Market      | ESG Pillar | Proposal Category                       | Proposal Description                                    | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|---|---|-----------|
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan                           | 13. Approve Authorization of the Board to Handle All Related Matters        | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Director Related - Board Related        | Amend Articles of Association Regarding Party Committee | 14. Amend Articles of Association   | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Routine Business - Routine Business     | Approve/Amend Regulations on General Meetings           | 15.1. Amend Rules and Procedures Regarding General Meetings of Shareholders | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Director Related - Board Related        | Approve/Amend Regulations on Board of Directors         | 15.2. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Director Related - Board Related        | Approve/Amend Regulations on Board of Directors         | 15.3. Amend Rules and Procedures Regarding Meetings of Board of Supervisors | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments   | Amend Articles/Bylaws/Charter -- Organization-Related   | 15.4. Amend Related Party Transaction Management System                     | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments   | Amend Articles/Bylaws/Charter -- Organization-Related   | 15.5. Amend External Guarantee Management System                            | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments   | Amend Articles/Bylaws/Charter -- Organization-Related   | 15.6. Amend External Investment Management System                           | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Routine Business - Routine Business     | Approve/Amend Regulations on General Meetings           | 15.7. Amend Implementing Rules for Cumulative Voting System                 | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Director Related - Board Related        | Approve/Amend Regulations on Board of Directors         | 15.8. Amend Working System for Independent Directors                        | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments   | Amend Articles/Bylaws/Charter -- Organization-Related   | 15.9. Amend Management System of Raised Funds                               | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election   | Elect Director  | 5.1.1. Reelect Beat Kaelin as Director and Board Chair                      | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election   | Elect Director  | 5.1.3. Reelect Andreas Haerberli as Director                                | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election   | Elect Director  | 5.1.5. Reelect Roland Siegwart as Director                                  | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election   | Elect Member of Remuneration Committee                  | 5.3.1. Reappoint Andreas Haerberli as Member of the Compensation Committee  | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election   | Elect Member of Remuneration Committee                  | 5.3.. Reappoint Beat Kaelin as Member of the Compensation Committee         | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election   | Elect Member of Remuneration Committee                  | 5.3.3. Reappoint Roland Siegwart as Member of the Compensation Committee    | Against   |

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

| Company Name               | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Komax Holding AG           | 17-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.1. Approve Remuneration Report (Non-Binding)   | Against   |
| Komax Holding AG           | 17-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 7. Transact Other Business (Voting)  | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.2. Reelect Thomas Bachmann as Director   | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.4. Reelect Werner Karlen as Director   | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.6. Reelect Eunice Zehnder-Lai as Director  | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.2.2. Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee    | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.2.3. Reappoint Werner Karlen as Member of the Nomination and Compensation Committee      | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8.1. Approve Remuneration Report   | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 9. Transact Other Business (Voting)  | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Charles M. Holley, Jr.  | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael M. McNamara   | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Virginia M. Wilson  | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Beth A. Wozniak   | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify PricewaterhouseCoopers LLP as Auditors   | Against   |
| Silicon Laboratories Inc.  | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Sumit Sadana   | Against   |
| Silicon Laboratories Inc.  | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Gregg Lowe   | Against   |

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

| Company Name                           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|---|---|-----------|
| Santander Bank Polska SA               | 18-Apr-24    | Poland      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 10. Approve Remuneration Report   | Against   |
| Santander Bank Polska SA               | 18-Apr-24    | Poland      | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                   | 18. Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program | Against   |
| The Toronto-Dominion Bank              | 18-Apr-24    | Canada      | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related                           | 8. SP 3: Introduce Incentive Compensation for All Employees Against ESG Objectives  | Against   |
| The Toronto-Dominion Bank              | 18-Apr-24    | Canada      | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions | 11. SP 6: Report on Impact of Oil and Gas Divestment  | Against   |
| The Toronto-Dominion Bank              | 18-Apr-24    | Canada      | E, S, G    | Miscellaneous - Miscellaneous                       | Company-Specific-Governance-Related                             | 12. SP 7: Report on All Out-of-Court Settlements  | Against   |
| The Toronto-Dominion Bank              | 18-Apr-24    | Canada      | G          | Director Related - Board Related                    | Establish Other Governance Board Committee                      | 13. SP 8: Establish an All Out-of-Court Settlements Committee   | Against   |
| The Toronto-Dominion Bank              | 18-Apr-24    | Canada      | S          | Social - Human Capital Management                   | Income Inequality   | 14. SP 9: Provide All Employees the Same Amount of Benefit Credits  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Approve Remuneration Report (Non-Binding)  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 7.1.1. Reelect Ernst Tanner as Director and Board Chair   | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 7.1.2. Reelect Dieter Weisskopf as Director   | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 7.1.3. Reelect Rudolf Spruengli as Director   | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 7.1.4. Reelect Elisabeth Guertler as Director   | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 7.1.6. Reelect Silvio Denz as Director  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director  | 7.1.7. Reelect Monique Bourquin as Director   | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                          | 7.2.1. Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                          | 7.2.2. Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee  | Against   |

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

| Company Name                           | Meeting Date | Market      | ESG Pillar | Proposal Category                                     | Proposal Description  | Proposal Text  | Vote Cast |
|--|--------------|-------------|------------|---|---|--|-----------|
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Related - Committee Election                 | Elect Member of Remuneration Committee                                | 7.2.3. Reappoint Silvio Denz as Member of the Nomination and Compensation Committee                  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                        | 9. Approve Creation of CHF 3.1 Million Pool of Conditional Capital for Employee Equity Participation | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Routine Business - Routine Business                   | Other Business  | 10. Transact Other Business (Voting)   | Against   |
| Genting Singapore Limited              | 18-Apr-24    | Singapore   | G          | Compensation - Equity Compensation Plan               | Approve Share Plan Grant  | 5(b). Approve Grant of Awards Under the Genting Singapore Performance Share Scheme                   | Against   |
| Orkla ASA                              | 18-Apr-24    | Norway      | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation        | 3. Approve Remuneration Statement (Advisory Vote)  | Against   |
| Orkla ASA                              | 18-Apr-24    | Norway      | G          | Compensation - Equity Compensation Plan               | Approve Equity Plan Financing   | 5.1. Authorize Repurchase of Shares for Use in Employee Incentive Programs                           | Against   |
| Siegfried Holding AG                   | 18-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation        | 5.1. Approve Remuneration Report (Non-Binding)   | Against   |
| Siegfried Holding AG                   | 18-Apr-24    | Switzerland | G          | Routine Business - Routine Business                   | Other Business  | 9. Transact Other Business (Voting)  | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.1. Elect Ralf Thomas to the Supervisory Board  | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.3. Elect Roland Busch to the Supervisory Board   | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.5. Elect Sarena Lin to the Supervisory Board   | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.6. Elect Peer Schatz to the Supervisory Board  | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.7. Elect Nathalie von Siemens to the Supervisory Board   | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.8. Elect Dow Wilson to the Supervisory Board   | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.9. Elect Veronika Bienert to the Supervisory Board   | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member  | 9.10. Elect Peter Koerte to the Supervisory Board  | Against   |
| LVMH Moët Hennessy Louis Vuitton SE    | 18-Apr-24    | France      | G          | Non-Routine Business - Related-Party Transactions     | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions                                    | Against   |

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

| Company Name                        | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------------|--------------|--------|------------|---|--|---|-----------|
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Director Election - Director Election                           | Elect Director   | 5. Reelect Antoine Arnault as Director  | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Director Election - Director Election                           | Elect Director   | 7. Elect Alexandre Arnault as Director  | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Director Election - Director Election                           | Elect Director   | 8. Elect Frederic Arnault as Director   | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Compensation - Directors' Compensation                          | Remuneration-Related   | 10. Approve Compensation Report of Corporate Officers                                     | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Bernard Arnault, Chairman and CEO                             | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Approve Compensation of Antonio Belloni, Vice-CEO                                     | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Compensation - Remuneration Policy & Implementation             | Approve Remuneration Policy                                    | 14. Approve Remuneration Policy of Chairman and CEO                                       | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Compensation - Remuneration Policy & Implementation             | Approve Remuneration Policy                                    | 15. Approve Remuneration Policy of Vice-CEO   | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France | G          | Compensation - Equity Compensation Plan                         | Approve Restricted Stock Plan                                  | 18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans         | Against   |
| PPG Industries, Inc.                | 18-Apr-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Michael W. Lamach   | Against   |
| Humana Inc.                         | 18-Apr-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Frank A. D'Amelio  | Against   |
| Humana Inc.                         | 18-Apr-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director David T. Feinberg  | Against   |
| Humana Inc.                         | 18-Apr-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Karen W. Katz  | Against   |
| Humana Inc.                         | 18-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                         | Against   |
| Yintai Gold Co., Ltd.               | 18-Apr-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                               | 8. Approve Use of Idle Own Funds for Entrusted Financial Management and Other Investments | Against   |
| Jiangsu Expressway Company Limited  | 18-Apr-24    | China  | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee        | 3. Amend Articles of Association  | Against   |

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

| Company Name                              | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|-------------|------------|---|--|---|-----------|
| Tecan Group AG                            | 18-Apr-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business   | 13. Transact Other Business (Voting)  | Against   |
| BPER Banca SpA                            | 19-Apr-24    | Italy       | G          | Director Election - Director Election - Bundled                 | Elect Supervisory Board Members (Bundled)  | 2.2. Slate 2 Submitted by Unipol Gruppo SpA                                 | Against   |
| BPER Banca SpA                            | 19-Apr-24    | Italy       | G          | Director Election - Director Election - Bundled                 | Elect Supervisory Board Members (Bundled)  | 2.3. Slate 3 Submitted by Fondazione di Sardegna                            | Against   |
| BPER Banca SpA                            | 19-Apr-24    | Italy       | G          | Audit Related - Auditor Related                                 | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 4.2. Slate 2 Submitted by Unipol Gruppo SpA                                 | Against   |
| BPER Banca SpA                            | 19-Apr-24    | Italy       | G          | Audit Related - Auditor Related                                 | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 4.3. Slate 3 Submitted by Fondazione di Sardegna                            | Against   |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.4. Elect Director Patrick P. Goris  | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.6. Elect Director Michael F. Hilton                                       | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.8. Elect Director Kathryn Jo Lincoln                                      | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.11. Elect Director Ben P. Patel   | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.12. Elect Director Kellye L. Walker                                       | Withhold  |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement   | 9. Approve Application of Credit Lines                                      | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary   | 10. Approve Estimated Amount of Guarantees                                  | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings  | 15.1. Amend Rules and Procedures Regarding General Meetings of Shareholders | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related  | 15.2. Amend Related-Party Transaction Management System                     | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related  | 15.3. Amend Entrusted Asset Management System                               | Against   |

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

| Company Name                             | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| Contemporary Ampere Technology Co., Ltd. | 19-Apr-24    | China       | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.4. Amend Management System of Raised Funds                         | Against   |
| Recordati SpA                            | 22-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 2.a. Approve Remuneration Policy                                      | Against   |
| Recordati SpA                            | 22-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.b. Approve Second Section of the Remuneration Report                | Against   |
| HP Inc.                                  | 22-Apr-24    | USA         | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against   |
| ING Groep NV                             | 22-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7A. Reelect Juan Colombas to Supervisory Board                        | Against   |
| ING Groep NV                             | 22-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7B. Reelect Herman Hulst to Supervisory Board                         | Against   |
| ING Groep NV                             | 22-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7C. Reelect Harold Naus to Supervisory Board                          | Against   |
| Getinge AB                               | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.a. Reelect Carl Bennet as Director                                 | Against   |
| Getinge AB                               | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.b. Reelect Johan Bygge as Director                                 | Against   |
| Getinge AB                               | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.c. Reelect Cecilia Daun Wennborg as Director                       | Against   |
| Getinge AB                               | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.d. Reelect Dan Frohm as Director                                   | Against   |
| Getinge AB                               | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.e. Reelect Johan Malmquist as Director                             | Against   |
| Getinge AB                               | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.g. Reelect Malin Persson as Director                               | Against   |
| Getinge AB                               | 22-Apr-24    | Sweden      | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                             | 15.i. Reelect Johan Malmquist as Board Chair                          | Against   |
| Broadcom Inc.                            | 22-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Gayla J. Delly                                     | Against   |
| Broadcom Inc.                            | 22-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Eddy W. Hartenstein                                | Against   |
| Broadcom Inc.                            | 22-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Check Kian Low                                     | Against   |
| Broadcom Inc.                            | 22-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |

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

| Company Name                       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------------|--------------|--------|------------|---|--|--|-----------|
| Revvity, Inc.                      | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Peter Barrett                                       | Against   |
| Revvity, Inc.                      | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Michel Vounatsos                                    | Against   |
| Revvity, Inc.                      | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Frank Witney  | Against   |
| Revvity, Inc.                      | 23-Apr-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Deloitte & Touche LLP as Auditors                            | Against   |
| Revvity, Inc.                      | 23-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Eric L. Zinterhofer                                 | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director W. Lance Conn                                       | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Gregory B. Maffei                                   | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director John D. Markley, Jr.                                | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director James E. Meyer                                      | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Steven A. Miron                                     | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Michael A. Newhouse                                 | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Mauricio Ramos                                      | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan  | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Robert F. Friel                                     | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Deborah L. V. Keller                                | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Douglas A. Michels                                  | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Paolo Pucci   | Against   |
| Yunnan Baiyao Group Co., Ltd.      | 23-Apr-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 8. Amend Rules and Procedures Regarding Meetings of Board of Directors | Against   |



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

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description  | Proposal Text   | Vote Cast |
|----------------------------|--------------|----------------|------------|---------------------------------------|---|---|-----------|
| TOTVS SA                   | 23-Apr-24    | Brazil         | G          | Director Related - Board Related      | Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting                       | 5. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Abstain   |
| TOTVS SA                   | 23-Apr-24    | Brazil         | G          | Director Related - Board Related      | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | 10. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?   | Abstain   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 3. Re-elect Robert Noel as Director   | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 6. Re-elect Humphrey Singer as Director   | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 7. Re-elect Irene Dorner as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 8. Re-elect Lord Jitesh Gadhia as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 9. Re-elect Scilla Grimble as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 10. Re-elect Mark Castle as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 11. Re-elect Clodagh Moriarty as Director   | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 9. Re-elect Patrick Flynn as Director   | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 11. Re-elect Stuart Lewis as Director   | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 12. Re-elect Mark Seligman as Director  | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 13. Re-elect Lena Wilson as Director  | Against   |
| Rollins, Inc.              | 23-Apr-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director P. Russell Hardin   | Withhold  |
| Bio-Rad Laboratories, Inc. | 23-Apr-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director Melinda Litherland  | Against   |
| Bio-Rad Laboratories, Inc. | 23-Apr-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Arnold A. Pinkston  | Against   |
| Entegris, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director Rodney Clark   | Against   |

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

| Company Name                  | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|-------------------------------|--------------|---------|------------|---|---|---|-----------|
| Entegris, Inc.                | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director James P. Lederer                                 | Against   |
| Entegris, Inc.                | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Azita Saleki-Gerhardt                            | Against   |
| Entegris, Inc.                | 24-Apr-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Newmont Corporation           | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Gregory H. Boyce                                | Withhold  |
| Newmont Corporation           | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Bruce R. Brook                                  | Withhold  |
| Newmont Corporation           | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Jane Nelson                                     | Withhold  |
| Newmont Corporation           | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.11. Elect Director Julio M. Quintana                              | Withhold  |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Michele Burns                                    | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Mark Flaherty                                    | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Kimberley Harris                                 | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Kevin Johnson                                    | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Ellen Kullman                                    | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1f. Elect Director Lakshmi Mittal                                   | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Peter Oppenheimer                                | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Jan Tighe  | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director David Viniar                                     | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions | 10. Restrict spending on climate change-related analysis or actions | Against   |
| Aptiv PLC                     | 24-Apr-24    | Jersey  | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors                             | Against   |
| Eaton Corporation plc         | 24-Apr-24    | Ireland | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Gregory R. Page                                  | Against   |

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

| Company Name                       | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Eaton Corporation plc              | 24-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Gerald B. Smith   | Against   |
| Eaton Corporation plc              | 24-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Dorothy C. Thompson   | Against   |
| Eaton Corporation plc              | 24-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Darryl L. Wilson  | Against   |
| Eaton Corporation plc              | 24-Apr-24    | Ireland     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                    | Against   |
| Teledyne Technologies Incorporated | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Denise R. Singleton  | Against   |
| Teledyne Technologies Incorporated | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Simon M. Lorne   | Against   |
| Teledyne Technologies Incorporated | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Wesley W. von Schack   | Against   |
| Teledyne Technologies Incorporated | 24-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                    | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Sharon L. Allen   | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Linda P. Hudson   | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Clayton S. Rose   | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Michael D. White  | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Thomas D. Woods   | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Maria T. Zuber  | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                    | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan  | Against   |
| Bank of America Corporation        | 24-Apr-24    | USA         | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social               | 5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | Against   |
| Entain Plc                         | 24-Apr-24    | Isle of Man | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Barry Gibson as Director   | Against   |

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

| Company Name                             | Meeting Date | Market      | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---------------------------------------|----------------------|---|-----------|
| Entain Plc                               | 24-Apr-24    | Isle of Man | G          | Director Election - Director Election | Elect Director       | 8. Re-elect Virginia McDowell as Director               | Against   |
| Entain Plc                               | 24-Apr-24    | Isle of Man | G          | Director Election - Director Election | Elect Director       | 10. Re-elect Rahul Welde as Director                    | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.1. Elect/Ratify Fernando Chico Pardo as Director     | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.2. Elect/Ratify Jose Antonio Perez Anton as Director | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.3. Elect/Ratify Pablo Chico Hernandez as Director    | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.4. Elect/Ratify Aurelio Perez Alonso as Director     | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.5. Elect/Ratify Rasmus Christiansen as Director      | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.6. Elect/Ratify Francisco Garza Zambrano as Director | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.7. Elect/Ratify Ricardo Guajardo Touche as Director  | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director       | 3b.8. Elect/Ratify Guillermo Ortiz Martinez as Director | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Rodney C. Adkins                     | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1c. Elect Director Katherine D. Jaspon                  | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Stuart L. Levenick                   | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1h. Elect Director Neil S. Novich                       | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Beatriz R. Perez                     | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1j. Elect Director E. Scott Santi                       | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1k. Elect Director Susan Slavik Williams                | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1l. Elect Director Lucas E. Watson                      | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director       | 1m. Elect Director Steven A. White                      | Against   |

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

| Company Name                           | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director William J. DeLaney  | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Elder Granger   | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Mark B. McClellan   | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Donna F. Zarcone  | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts | Against   |
| UBS Group AG                           | 24-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 11. Transact Other Business (Voting)   | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Robert F. Sharpe, Jr.   | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Amy DiGesio   | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Christopher J. Williams   | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Brian T. Shea   | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 3. Re-elect Peter Ventress as Director   | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Lloyd Pitchford as Director  | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Stephan Nanninga as Director   | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Vin Murria as Director   | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Pam Kirby as Director  | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Jacky Simmonds as Director  | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Marjorie Rodgers Cheshire   | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Andrew T. Feldstein   | Against   |

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

| Company Name                           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Richard J. Harshman                                | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Daniel R. Hesse                                    | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Renu Khator  | Against   |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Rebecca Chambers                                  | Withhold  |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director William Hoffman                                   | Withhold  |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Andrew Hykes                                      | Withhold  |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Donald Milder                                     | Withhold  |
| Cembra Money Bank AG                   | 24-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)                                   | Against   |
| DiaSorin SpA                           | 24-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 2.1. Approve Remuneration Policy                                      | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report                                      | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1. Reelect Kuno Sommer as Director and Board Chair                  | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Nicole Hoetzer as Director                               | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.3. Reelect Helma Wennemers as Director                              | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.4. Reelect Steffen Lang as Director                                 | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.5. Reelect Alex Faessler as Director                                | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.1. Reappoint Kuno Sommer as Member of the Compensation Committee    | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.3. Reappoint Alex Faessler as Member of the Compensation Committee  | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 9. Transact Other Business (Voting)                                   | Against   |

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

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| Amplifon SpA                    | 24-Apr-24    | Italy  | G          | Audit Related - Auditor Related                     | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.1.1. Slate 1 Submitted by Ampliter Srl                                   | Against   |
| Amplifon SpA                    | 24-Apr-24    | Italy  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 4.1. Approve Remuneration Policy   | Against   |
| Amplifon SpA                    | 24-Apr-24    | Italy  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                 | 4.2. Approve Second Section of the Remuneration Report                     | Against   |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Helen Golding   | Withhold  |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Allen P. Hugli  | Withhold  |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Christine Montenegro McGrath                            | Withhold  |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors              | 2. Amend Certificate of Incorporation to Allow the Exculpation of Officers | Against   |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                 | 4. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| Healthpeak Properties, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Katherine M. Sandstrom                                  | Against   |
| Healthpeak Properties, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Sara G. Lewis   | Against   |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Todd M. Bluedorn  | Against   |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Pamela H. Patsley                                       | Against   |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Robert E. Sanchez                                       | Against   |
| Edison International            | 25-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                 | 3. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| Global Payments Inc.            | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director F. Thaddeus Arroyo                                      | Against   |
| Global Payments Inc.            | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Joia M. Johnson   | Against   |

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

| Company Name         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------|--------------|--------|------------|---|--|---|-----------|
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Ruth Ann Marshall                              | Against   |
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Connie D. McDaniel                             | Against   |
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director John T. Turner                                 | Against   |
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| Littelfuse, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Tzau-jin Chung                                 | Against   |
| Littelfuse, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Maria C. Green                                 | Against   |
| Littelfuse, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Anthony Grillo                                 | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Susan Desmond-Hellmann                        | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Joseph J. Echevarria                          | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Helen H. Hobbs                                | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Dan R. Littman                                | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | S          | Social - Charitable Spending                        | Charitable Contributions                                       | 8. Report on Corporate Contributions                              | Against   |
| Rambus Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Charles Kissner                                | Against   |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robert A. Cascella                            | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Deepak Chopra                                 | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Francoise Colpron                             | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jill Kale                                     | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Laurette T. Koellner                          | Withhold  |



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

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Celestica Inc.                  | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Luis A. Muller                                | Withhold  |
| Celestica Inc.                  | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Michael M. Wilson                             | Withhold  |
| RELX Plc                        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Paul Walker as Director                               | Against   |
| RELX Plc                        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Robert MacLeod as Director                           | Against   |
| RELX Plc                        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Suzanne Wood as Director                             | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Stephen L. Eastman                             | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Rita J. Heise                                  | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Hsenghung Sam Hsu                              | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Daniel L. Johnson                              | Against   |
| Globe Life Inc.                 | 25-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Johnson & Johnson               | 25-Apr-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 4. Report on Gender-Based Compensation and Benefits Inequities    | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director David C. Adams                                | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director James P. Holden                               | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Henry W. Knueppel                             | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Dominic Blakemore as Director                         | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Martin Brand as Director                              | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Kathleen DeRose as Director                           | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Tsega Gebreyes as Director                            | Against   |

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

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description                                      | Proposal Text                                     | Vote Cast |
|----------------------------------|--------------|----------------|------------|---|---|---|-----------|
| London Stock Exchange Group plc  | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 9. Re-elect Scott Guthrie as Director             | Against   |
| London Stock Exchange Group plc  | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 10. Re-elect Cressida Hogg as Director            | Against   |
| London Stock Exchange Group plc  | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 11. Re-elect Val Rahmani as Director              | Against   |
| London Stock Exchange Group plc  | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 12. Re-elect Don Robert as Director               | Against   |
| London Stock Exchange Group plc  | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 14. Re-elect William Vereker as Director          | Against   |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director Anne T. DelSanto              | Withhold  |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.4. Elect Director Tina M. Donikowski            | Withhold  |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.7. Elect Director Lanesha T. Minnix             | Withhold  |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.9. Elect Director John A. Roush                 | Withhold  |
| Hikma Pharmaceuticals Plc        | 25-Apr-24    | United Kingdom | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Waive Requirement for Mandatory Offer to All Shareholders | 22. Approve Waiver of Rule 9 of the Takeover Code | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 4. Re-elect Roger Devlin as Director              | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 6. Re-elect Nigel Mills as Director               | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 7. Re-elect Annemarie Durbin as Director          | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 8. Re-elect Andrew Wyllie as Director             | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 9. Re-elect Shirine Khoury-Haq as Director        | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 8. Re-elect Dame Elizabeth Corley as Director     | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 10. Re-elect Ian King as Director                 | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 11. Re-elect Rakhi Goss-Custard as Director       | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 12. Re-elect Deborah Waterhouse as Director       | Against   |

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

| Company Name           | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description           | Proposal Text   | Vote Cast |
|------------------------|--------------|----------------|------------|---|--------------------------------|---|-----------|
| Schroders Plc          | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                 | 13. Re-elect Matthew Westerman as Director  | Against   |
| Schroders Plc          | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                 | 14. Re-elect Claire Fitzalan Howard as Director   | Against   |
| Schroders Plc          | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                 | 15. Re-elect Leonie Schroder as Director  | Against   |
| Admiral Group Plc      | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                 | 5. Re-elect Michael Rogers as Director  | Against   |
| Admiral Group Plc      | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                 | 14. Re-elect Justine Roberts as Director  | Against   |
| Admiral Group Plc      | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                 | 15. Re-elect William Roberts as Director  | Against   |
| TFI International Inc. | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director                 | 1.1. Elect Director Leslie Abi-Karam  | Against   |
| TFI International Inc. | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director                 | 1.3. Elect Director Andre Berard  | Against   |
| TFI International Inc. | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director                 | 1.7. Elect Director Neil Donald Manning   | Against   |
| Akzo Nobel NV          | 25-Apr-24    | Netherlands    | G          | Director Election - Director Election               | Elect Supervisory Board Member | 6d. Reelect B.E. Grote to Supervisory Board   | Against   |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director                 | 1d. Elect Director Robert J. Dennis   | Against   |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director                 | 1e. Elect Director Nancy-Ann DeParle  | Against   |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director                 | 1i. Elect Director Wayne J. Riley   | Against   |
| Metso Corp.            | 25-Apr-24    | Finland        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy    | 10. Approve Remuneration Policy And Other Terms of Employment For Executive Management  | Against   |
| Metso Corp.            | 25-Apr-24    | Finland        | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)      | 14. Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Niko Pakalen, Ian W. Pearce, Reima Rytsoala, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors             | Against   |
| Sampo Oyj              | 25-Apr-24    | Finland        | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)      | 14. Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director | Against   |

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

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|---------------------------|--------------|----------------|------------|---|---|--|-----------|
| Beazley Plc               | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 5. Re-elect Clive Bannister as Director  | Against   |
| Beazley Plc               | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 7. Re-elect Pierre-Olivier Desaulle as Director  | Against   |
| Beazley Plc               | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect John Reizenstein as Director  | Against   |
| Beazley Plc               | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 12. Re-elect Cecilia Leuzinger as Director   | Against   |
| The Weir Group Plc        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 4. Re-elect Barbara Jeremiah as Director   | Against   |
| The Weir Group Plc        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 8. Re-elect Dame Nicola Brewer as Director   | Against   |
| The Weir Group Plc        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect Ben Magara as Director  | Against   |
| Kering SA                 | 25-Apr-24    | France         | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                              | 11. Approve Transaction with Maureen Chiquet, Director   | Against   |
| Kering SA                 | 25-Apr-24    | France         | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Non-Routine Business - Related-Party Transactions   | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions  | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 8. Approve Remuneration Policy of CEO and Vice-CEOs  | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                    | 18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital  | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Takeover Related - Takeover - Restricting           | Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)           | 22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer                         | Against   |
| Banque Cantonale Vaudoise | 25-Apr-24    | Switzerland    | G          | Company Articles - Article Amendments               | Adopt New Articles of Association/Charter                             | 7.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)               | Against   |
| Banque Cantonale Vaudoise | 25-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director  | 8. Reelect Jack Clemons as Director  | Against   |
| Banque Cantonale Vaudoise | 25-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business  | 11. Transact Other Business (Voting)   | Against   |
| Kardex Holding AG         | 25-Apr-24    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 1.2. Approve Remuneration Report (Non-Binding)   | Against   |

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

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.1. Reelect Philipp Buhofer as Director   | Against   |
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.2. Reelect Eugen Elmiger as Director   | Against   |
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.5. Reelect Maria Vacalli as Director   | Against   |
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 4.3.1. Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee  | Against   |
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 4.3.2. Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee  | Against   |
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 4.3.3. Appoint Eugen Elmiger as Member of the Compensation and Nomination Committee  | Against   |
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 6. Transact Other Business (Voting)  | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 9. Approve Remuneration Policy   | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 10. Approve Remuneration Report  | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Director Election - Director Election               | Elect Director   | 11. Reelect Gilles Martin as Executive Director  | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Director Election - Director Election               | Elect Director   | 12. Reelect Yves-Loic Martin as Non-Executive Director   | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 2. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association | Against   |
| Umicore SA             | 25-Apr-24    | Belgium     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | A.7.1. Reelect Thomas Leysen as Member of the Supervisory Board  | Against   |
| Umicore SA             | 25-Apr-24    | Belgium     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | A.7.2. Reelect Koenraad Debackere as Independent Member of the Supervisory Board   | Against   |
| Umicore SA             | 25-Apr-24    | Belgium     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | A.7.3. Reelect Mark Garrett as an Independent Member of the Supervisory Board  | Against   |
| Corteva, Inc.          | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Klaus A. Engel  | Against   |

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

| Company Name                      | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------------|--------------|---------|------------|---|--|--|-----------|
| Corteva, Inc.                     | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director David C. Everitt  | Against   |
| Corteva, Inc.                     | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Janet P. Giesselman   | Against   |
| Corteva, Inc.                     | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Michael O. Johanns  | Against   |
| Corteva, Inc.                     | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Nayaki R. Nayyar  | Against   |
| Corteva, Inc.                     | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Gregory R. Page   | Against   |
| Badger Meter, Inc.                | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director James W. McGill  | Withhold  |
| Badger Meter, Inc.                | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Tessa M. Myers   | Withhold  |
| Badger Meter, Inc.                | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director James F. Stern   | Withhold  |
| Badger Meter, Inc.                | 26-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Glen E. Tellock  | Withhold  |
| Fibra Uno Administracion SA de CV | 26-Apr-24    | Mexico  | G          | Director Election - Director Election               | Elect Director   | 5. Ratify Ruben Goldberg Javkin as Member of Technical Committee   | Against   |
| Fibra Uno Administracion SA de CV | 26-Apr-24    | Mexico  | G          | Director Election - Director Election               | Elect Director   | 6. Ratify Herminio Blanco Mendoza as Member of Technical Committee   | Against   |
| Fibra Uno Administracion SA de CV | 26-Apr-24    | Mexico  | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                      | 9. Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee   | Against   |
| Abbott Laboratories               | 26-Apr-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Stanley Black & Decker, Inc.      | 26-Apr-24    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify Ernst & Young LLP as Auditors  | Against   |
| Bayer AG                          | 26-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 4.2. Elect Ertharin Cousin to the Supervisory Board  | Against   |
| Bayer AG                          | 26-Apr-24    | Germany | G          | Routine Business - Routine Business                 | Other Business   | 10. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM | Against   |
| Smurfit Kappa Group Plc           | 26-Apr-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 5a. Re-elect Irial Finan as Director   | Against   |
| Smurfit Kappa Group Plc           | 26-Apr-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 5d. Re-elect Anne Anderson as Director   | Against   |

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

| Company Name                                       | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---|--|---|-----------|
| Smurfit Kappa Group Plc                            | 26-Apr-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 5e. Re-elect Frits Beurskens as Director                                    | Against   |
| Smurfit Kappa Group Plc                            | 26-Apr-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 5h. Re-elect Kaisa Hietala as Director                                      | Against   |
| Smurfit Kappa Group Plc                            | 26-Apr-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 5i. Re-elect James Lawrence as Director                                     | Against   |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.1. Reelect Thomas von Planta as Director and Board Chair                | Against   |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.2. Reelect Christoph Maeder as Director                                 | Against   |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.6. Reelect Markus Neuhaus as Director                                   | Against   |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.8. Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director                | Against   |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.2.3. Reappoint Christoph Maeder as Member of the Compensation Committee   | Against   |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 7.1. Additional Voting Instructions - Shareholder Proposals (Voting)        | Against   |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 7.2. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against   |
| Pearson Plc  | 26-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Sherry Coutu as Director  | Against   |
| Pearson Plc  | 26-Apr-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Remuneration Report   | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                      | 2a1. Elect or Ratify Directors  | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Committee Election               | Elect Member of Audit Committee                                | 2a2. Elect or Ratify Chairman of Audit Committee                            | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Committee Election               | Elect Member of X Committee                                    | 2a3. Elect or Ratify Chairman of Corporate Practices Committee              | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Committee Election               | Elect Member of X Committee                                    | 2a4. Elect or Ratify Members of Committees                                  | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Board Related                    | Elect Company Clerk/Secretary                                  | 2a5. Elect or Ratify Secretary (Non-Member) of Board                        | Against   |
| Agnico Eagle Mines Limited                         | 26-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Peter Grosskopf   | Withhold  |
| Agnico Eagle Mines Limited                         | 26-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Jeffrey Parr  | Withhold  |

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

| Company Name                         | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text  | Vote Cast |
|--------------------------------------|--------------|----------------|------------|---|---|--|-----------|
| Agnico Eagle Mines Limited           | 26-Apr-24    | Canada         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.11. Elect Director Jamie C. Sokalsky                                 | Withhold  |
| Kellanova                            | 26-Apr-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director  | 1b. Elect Director Zack Gund   | Against   |
| Kellanova                            | 26-Apr-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director  | 1c. Elect Director Donald Knauss                                       | Against   |
| Kellanova                            | 26-Apr-24    | USA            | E          | Environmental - Climate                                   | Restrict Spending on Climate Change-Related Analysis or Actions | 8. Report on Risks Arising from Voluntary Carbon-Reduction Commitments | Against   |
| Graco Inc.                           | 26-Apr-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director  | 1b. Elect Director Archie C. Black                                     | Against   |
| Graco Inc.                           | 26-Apr-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director  | 1c. Elect Director Brett C. Carter                                     | Against   |
| Graco Inc.                           | 26-Apr-24    | USA            | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 3. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Shanghai Baosight Software Co., Ltd. | 26-Apr-24    | China          | G          | Non-Routine Business -<br>Related-Party<br>Transactions   | Approve Transaction with a Related Party                        | 7. Approve Related Party Transaction                                   | Against   |
| Genuine Parts Company                | 29-Apr-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director  | 1.5. Elect Director P. Russell Hardin                                  | Withhold  |
| Genuine Parts Company                | 29-Apr-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director  | 1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.                 | Withhold  |
| Genuine Parts Company                | 29-Apr-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director  | 1.12. Elect Director Juliette W. Pryor                                 | Withhold  |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Approve Remuneration Policy                                     | 2. Approve Remuneration Policy   | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director  | 4. Re-elect Rick Haythornthwaite as Director                           | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director  | 7. Re-elect Jorn Rausing as Director                                   | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director  | 8. Re-elect Andrew Harrison as Director                                | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director  | 9. Re-elect Emma Lloyd as Director                                     | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director  | 10. Re-elect Julie Southern as Director                                | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director  | 11. Re-elect Nadia Shouraboura as Director                             | Against   |



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

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|----------------------------------|--------------|----------------|------------|---|---|---|-----------|
| Ocado Group Plc                  | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 12. Re-elect Julia Brown as Director  | Against   |
| Ocado Group Plc                  | 29-Apr-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 17. Approve Performance Share Plan  | Against   |
| DNB Bank ASA                     | 29-Apr-24    | Norway         | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Shareholder Miscellaneous                         | 14. Eliminate Equity Investment Programmes for Employees, Abstain from Financing Wind Power Projects and Purchase of Electric Vehicle, Approve Monthly Payout of Accrued Interest, Approve Bitcoin exchange to cash | Against   |
| Hexagon AB                       | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director  | 12.1. Reelect Ola Rollen as Director  | Against   |
| Hexagon AB                       | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director  | 12.2. Reelect Marta Schorling Andreen as Director   | Against   |
| Hexagon AB                       | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director  | 12.4. Reelect Sofia Schorling Hogberg as Director   | Against   |
| Hexagon AB                       | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director  | 12.5. Reelect Gun Nilsson as Director   | Against   |
| Hexagon AB                       | 29-Apr-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                                    | 12.10. Reelect Ola Rollen as Board Chair  | Against   |
| Constellation Energy Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Bradley M. Halverson  | Withhold  |
| Constellation Energy Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Charles L. Harrington   | Withhold  |
| Hermes International SCA         | 30-Apr-24    | France         | G          | Non-Routine Business - Related-Party Transactions   | Approve Special Auditors' Report Regarding Related-Party Transactions | 5. Approve Auditors' Special Report on Related-Party Transactions   | Against   |
| Hermes International SCA         | 30-Apr-24    | France         | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                    | 6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Against   |
| Hermes International SCA         | 30-Apr-24    | France         | G          | Compensation - Directors' Compensation              | Remuneration-Related  | 7. Approve Compensation Report of Corporate Officers  | Against   |
| Hermes International SCA         | 30-Apr-24    | France         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 8. Approve Compensation of Axel Dumas, General Manager  | Against   |
| Hermes International SCA         | 30-Apr-24    | France         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 9. Approve Compensation of Emile Hermes SAS, General Manager  | Against   |
| Hermes International SCA         | 30-Apr-24    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 11. Approve Remuneration Policy of General Managers   | Against   |

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

| Company Name                | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|---|--|-----------|
| Hermes International SCA    | 30-Apr-24    | France      | G          | Director Election - Director Election               | Elect Supervisory Board Member                                  | 13. Reelect Matthieu Dumas as Supervisory Board Member   | Against   |
| Hermes International SCA    | 30-Apr-24    | France      | G          | Director Election - Director Election               | Elect Supervisory Board Member                                  | 14. Reelect Blaise Guerrand as Supervisory Board Member  | Against   |
| Hermes International SCA    | 30-Apr-24    | France      | G          | Director Election - Director Election               | Elect Supervisory Board Member                                  | 15. Reelect Olympia Guerrand as Supervisory Board Member   | Against   |
| Hermes International SCA    | 30-Apr-24    | France      | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                   | 19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans  | Against   |
| Grupo Mexico S.A.B. de C.V. | 30-Apr-24    | Mexico      | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                       | 7. Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees | Against   |
| Grupo Mexico S.A.B. de C.V. | 30-Apr-24    | Mexico      | G          | Miscellaneous - Miscellaneous                       | Miscellaneous Proposal: Company-Specific                        | 8. Approve Granting/Withdrawal of Powers   | Against   |
| Nexi SpA                    | 30-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                     | 2a. Approve Remuneration Policy  | Against   |
| Nexi SpA                    | 30-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2b. Approve Second Section of the Remuneration Report  | Against   |
| Sandoz Group AG             | 30-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business  | 9. Transact Other Business (Voting)  | Against   |
| VICI Properties Inc.        | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Diana F. Cantor   | Against   |
| VICI Properties Inc.        | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Elizabeth I. Holland  | Against   |
| VICI Properties Inc.        | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Michael D. Rumbolz  | Against   |
| Wells Fargo & Company       | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Celeste A. Clark  | Against   |
| Wells Fargo & Company       | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Theodore F. Craver, Jr.   | Against   |
| Wells Fargo & Company       | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Wayne M. Hewett   | Against   |
| Wells Fargo & Company       | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director Ronald L. Sargent   | Against   |
| Wells Fargo & Company       | 30-Apr-24    | USA         | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions | 9. Issue Audited Report on Climate Transition Policies   | Against   |

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

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Wells Fargo & Company           | 30-Apr-24    | USA            | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social               | 13. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | Against   |
| EssilorLuxottica SA             | 30-Apr-24    | France         | G          | Compensation - Directors' Compensation              | Remuneration-Related   | 5. Approve Compensation Report of Corporate Officers  | Against   |
| EssilorLuxottica SA             | 30-Apr-24    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 9. Approve Remuneration Policy of Chairman and CEO  | Against   |
| EssilorLuxottica SA             | 30-Apr-24    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 10. Approve Remuneration Policy of Vice-CEO   | Against   |
| EssilorLuxottica SA             | 30-Apr-24    | France         | G          | Director Election - Director Election               | Elect Director   | 11. Elect Francesco Milleri as Director   | Against   |
| PACCAR Inc                      | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Dame Alison J. Carnwath   | Against   |
| PACCAR Inc                      | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Roderick C. McGearry  | Against   |
| PACCAR Inc                      | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Mark A. Schulz   | Against   |
| PACCAR Inc                      | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.12. Elect Director Gregory M. E. Spierkel   | Against   |
| PACCAR Inc                      | 30-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                     | Against   |
| VERBUND AG                      | 30-Apr-24    | Austria        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7.2. Elect Ingrid Hengster as Supervisory Board Member  | Against   |
| VERBUND AG                      | 30-Apr-24    | Austria        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7.3. Elect Eva Eberhartinger as Supervisory Board Member  | Against   |
| Anglo American Plc              | 30-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Ian Ashby as Director   | Against   |
| United States Steel Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Alicia J. Davis  | Against   |
| United States Steel Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Terry L. Dunlap  | Against   |
| United States Steel Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director John J. Engel  | Against   |
| United States Steel Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Jeh C. Johnson   | Against   |
| United States Steel Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Paul A. Mascarenas   | Against   |

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

| Company Name                                | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|---|--------------|---------|------------|---|---|---|-----------|
| United States Steel Corporation             | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1m. Elect Director Patricia A. Tracey   | Against   |
| International Business Machines Corporation | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Andrew N. Liveris  | Against   |
| International Business Machines Corporation | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1m. Elect Director Alfred W. Zollar   | Against   |
| International Business Machines Corporation | 30-Apr-24    | USA     | S          | Social - Human Rights                               | Operations in High Risk Countries   | 5. Report on Risks Related to Operations in China                                   | Against   |
| Amplifon SpA                                | 30-Apr-24    | Italy   | G          | Takeover Related - Takeover - Restricting           | Adopt Double Voting Rights for Long-Term Registered Shareholders  | 1. Amend Company Bylaws Re: Article 13  | Against   |
| Amplifon SpA                                | 30-Apr-24    | Italy   | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings   | 2. Amend Company Bylaws Re: Article 10  | Against   |
| Amplifon SpA                                | 30-Apr-24    | Italy   | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 3. Approve Capital Increase and Convertible Bond Issuance Without Preemptive Rights | Against   |
| Amplifon SpA                                | 30-Apr-24    | Italy   | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine  | 4. Amend Company Bylaws   | Against   |
| FMC Corporation                             | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Eduardo E. Cordeiro  | Against   |
| FMC Corporation                             | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Carol Anthony ("John") Davidson                                  | Against   |
| FMC Corporation                             | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Kathy L. Fortmann  | Against   |
| FMC Corporation                             | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1f. Elect Director C. Scott Greer   | Against   |
| FMC Corporation                             | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1i. Elect Director Margareth Ovrum  | Against   |
| FMC Corporation                             | 30-Apr-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Novonesis AS Novozymes AS                   | 30-Apr-24    | Denmark | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 4. Approve Remuneration Report (Advisory Vote)                                      | Against   |
| Novonesis AS Novozymes AS                   | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director  | 6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director                            | Abstain   |
| Novonesis AS Novozymes AS                   | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director  | 8.a. Reelect Heine Dalsgaard as Director  | Abstain   |

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

| Company Name                    | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------|--------------|---------|------------|---|--|--|-----------|
| Novonesis AS Novozymes AS       | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 8.c. Reelect Kasim Kutay as Director   | Abstain   |
| Novonesis AS Novozymes AS       | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 8.g. Reelect Kim Stratton as Director  | Abstain   |
| Carlisle Companies Incorporated | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Maia A. Hansen  | Against   |
| Carlisle Companies Incorporated | 01-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Pilgrim's Pride Corporation     | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Gilberto Tomazoni   | Withhold  |
| Pilgrim's Pride Corporation     | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Andre Nogueira de Souza   | Withhold  |
| Rogers Corporation              | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Larry L. Berger  | Withhold  |
| Rogers Corporation              | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Anne K. Roby   | Withhold  |
| Rogers Corporation              | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Peter C. Wallace   | Withhold  |
| S&P Global Inc.                 | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Marco Alvera   | Against   |
| S&P Global Inc.                 | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director William D. Green   | Against   |
| S&P Global Inc.                 | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Stephanie C. Hill  | Against   |
| S&P Global Inc.                 | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Rebecca Jacoby   | Against   |
| S&P Global Inc.                 | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Robert P. Kelly  | Against   |
| S&P Global Inc.                 | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Richard E. Thornburgh   | Against   |
| The Coca-Cola Company           | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Thomas S. Gayner   | Against   |
| The Coca-Cola Company           | 01-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| The Coca-Cola Company           | 01-May-24    | USA     | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 6. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts | Against   |

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

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| Cognex Corporation              | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Sachin Lawande  | Against   |
| Cognex Corporation              | 01-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                     | Against   |
| Federal Realty Investment Trust | 01-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                     | Against   |
| Federal Realty Investment Trust | 01-May-24    | USA    | G          | Routine Business - Routine Business                 | Other Business   | 4. Other Business   | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Cesar Conde  | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Ian Cook   | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Robert C. Pohlad   | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Daniel Vasella   | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1n. Elect Director Darren Walker  | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote                 | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 6. Report on Gender-Based Compensation and Benefits Inequities                        | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Related - Board Related                    | Amend Articles/Bylaws/Charter - Removal of Directors           | 7. Amend Bylaws to Adopt a Director Election Resignation                              | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 11. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts | Against   |
| Pool Corporation                | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director James "Jim" D. Hope  | Against   |
| Pool Corporation                | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Carlos A. Sabater  | Against   |
| Pool Corporation                | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director David G. Whalen  | Against   |
| Molina Healthcare, Inc.         | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Steven J. Orlando  | Against   |
| Molina Healthcare, Inc.         | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Ronna E. Romney  | Against   |

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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                  | Proposal Text                             | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|---------------------------------------|---|-----------|
| Molina Healthcare, Inc.       | 01-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1g. Elect Director Dale B. Wolf           | Against   |
| Molina Healthcare, Inc.       | 01-May-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement | 4. Adopt Simple Majority Vote             | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                        | 1a. Elect John Bryant as Director         | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                        | 2b. Re-elect Nancy Dubuc as Director      | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                        | 2d. Re-elect Alfred Hurley Jr as Director | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                        | 2f. Re-elect Holly Koeppel as Director    | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                        | 2g. Re-elect Carolan Lennon as Director   | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy           | 2. Approve Remuneration Policy            | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                        | 8. Re-elect Rupert Soames as Director     | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                        | 13. Re-elect Marc Owen as Director        | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                        | 14. Re-elect Angie Risley as Director     | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan         | 19. Approve Restricted Share Plan         | Against   |
| Boston Scientific Corporation | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1c. Elect Director Edward J. Ludwig       | Against   |
| Boston Scientific Corporation | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1g. Elect Director John E. Sununu         | Against   |
| Boston Scientific Corporation | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1i. Elect Director Ellen M. Zane          | Against   |
| Equifax Inc.                  | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1b. Elect Director Mark L. Feidler        | Against   |
| Equifax Inc.                  | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1e. Elect Director Robert D. Marcus       | Against   |
| Equifax Inc.                  | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1h. Elect Director Melissa D. Smith       | Against   |
| Equifax Inc.                  | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                        | 1i. Elect Director Audrey Boone Tillman   | Against   |

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

| Company Name                           | Meeting Date | Market  | ESG Pillar | Proposal Category                     | Proposal Description  | Proposal Text  | Vote Cast |
|--|--------------|---------|------------|---------------------------------------|---|--|-----------|
| Inspire Medical Systems, Inc.          | 02-May-24    | USA     | G          | Audit Related - Auditor Related       | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors                                | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1g. Elect Director Kate Johnson  | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1h. Elect Director William Johnson                                     | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director Franck Moison                                       | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1k. Elect Director Russell Stokes                                      | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1l. Elect Director Kevin Warsh   | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA     | E          | Environmental - Climate               | Restrict Spending on Climate Change-Related Analysis or Actions | 5. Report on Risks Arising from Voluntary Carbon-Reduction Commitments | Against   |
| Zurn Elkay Water Solutions Corporation | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director Todd A. Adams                                      | Withhold  |
| Zurn Elkay Water Solutions Corporation | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director George C. Moore                                    | Withhold  |
| Zurn Elkay Water Solutions Corporation | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Rosemary Schooler                                  | Withhold  |
| BCE Inc.                               | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Katherine Lee                                      | Against   |
| BCE Inc.                               | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director  | 1.4. Elect Director Monique F. Leroux                                  | Against   |
| BCE Inc.                               | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director  | 1.5. Elect Director Sheila A. Murray                                   | Against   |
| BCE Inc.                               | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director  | 1.9. Elect Director Karen Sheriff                                      | Against   |
| BCE Inc.                               | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director  | 1.13. Elect Director Cornell Wright                                    | Against   |
| AIB Group plc                          | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director  | 5g. Re-elect Elaine MacLean as Director                                | Against   |
| AIB Group plc                          | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director  | 5i. Re-elect Brendan McDonagh as Director                              | Against   |
| AIB Group plc                          | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director  | 5j. Re-elect Helen Normoyle as Director                                | Against   |
| AIB Group plc                          | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director  | 5m. Re-elect James Pettigrew as Director                               | Against   |



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

| Company Name                        | Meeting Date | Market  | ESG Pillar | Proposal Category                           | Proposal Description                                    | Proposal Text  | Vote Cast |
|-------------------------------------|--------------|---------|------------|---|---|--|-----------|
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1d. Elect Director Ann Fritz Hackett                   | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1h. Elect Director Francois Locoh-Donou                | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1i. Elect Director Peter E. Raskind                    | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1k. Elect Director Mayo A. Shattuck, III               | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | E, S       | E&S Blended - Counter                       | Miscellaneous -- Environmental & Social Counterproposal | 6. Report on Civil Rights and Non-Discrimination Audit | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Company Articles - Board Related Amendments | Amend Articles Board-Related                            | 7. Adopt Director Election Resignation Bylaw           | Against   |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election       | Elect Director  | 12.2. Reelect Sonja De Becker as Director              | Against   |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election       | Elect Director  | 12.3. Reelect Liesbet Okkerse as Director              | Against   |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election       | Elect Director  | 12.4. Reelect Erik Clinck as Director                  | Against   |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election       | Elect Director  | 12.5. Reelect Theodoros Roussis as Director            | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election       | Elect Director  | 1.1. Elect Director Peter J. Blake                     | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election       | Elect Director  | 1.3. Elect Director Jeffrey S. Chisholm                | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election       | Elect Director  | 1.4. Elect Director Cathryn E. Cranston                | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election       | Elect Director  | 1.8. Elect Director Katherine A. Rethy                 | Against   |
| United States Lime & Minerals, Inc. | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1.2. Elect Director Richard W. Cardin                  | Withhold  |
| United States Lime & Minerals, Inc. | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1.3. Elect Director Antoine M. Doumet                  | Withhold  |
| United States Lime & Minerals, Inc. | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1.4. Elect Director Sandra C. Duhe                     | Withhold  |
| United States Lime & Minerals, Inc. | 02-May-24    | USA     | G          | Director Election - Director Election       | Elect Director  | 1.5. Elect Director Tom S. Hawkins, Jr.                | Withhold  |

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

| Company Name                        | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|-------------------------------------|--------------|----------------|------------|---|---|--|-----------|
| United States Lime & Minerals, Inc. | 02-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 7. Re-elect George Culmer as Director                                  | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 10. Re-elect Andrea Blance as Director                                 | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect Mike Craston as Director (WITHDRAWN)                      | Abstain   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 12. Re-elect Patrick Flynn as Director                                 | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 13. Re-elect Shonaid Jemmett-Page as Director                          | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 14. Re-elect Mohit Joshi as Director                                   | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 15. Re-elect Pippa Lambert as Director                                 | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 16. Re-elect Jim McConville as Director                                | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 17. Re-elect Michael Mire as Director                                  | Against   |
| Howden Joinery Group Plc            | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 6. Re-elect Andrew Cripps as Director                                  | Against   |
| Howden Joinery Group Plc            | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 7. Re-elect Louise Fowler as Director                                  | Against   |
| Howden Joinery Group Plc            | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 10. Re-elect Peter Ventress as Director                                | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director John T. Cahill                                      | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Lori Dickerson Fouche                               | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Alicia Knapp  | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director John C. Pope  | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions | 6. Report on Risks Arising From Voluntary Carbon-Reduction Commitments | Against   |
| Church & Dwight Co., Inc.           | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Bradlen S. Cashaw                                   | Against   |

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

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|---|-----------|
| Church & Dwight Co., Inc.    | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Bradley C. Irwin   | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Susan G. Saideman  | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ravichandra K. Saligram                                    | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Janet S. Vergis  | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Laurie J. Yoler  | Against   |
| Corning Incorporated         | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Robert F. Cummings, Jr.                                    | Against   |
| Corning Incorporated         | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Roger W. Ferguson, Jr.                                     | Against   |
| Corning Incorporated         | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Kevin J. Martin  | Against   |
| Corning Incorporated         | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Hansel E. Tookes, II                                       | Against   |
| Corning Incorporated         | 02-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation             | Against   |
| TransUnion                   | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Russell P. Fradin  | Against   |
| TransUnion                   | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Pamela A. Joseph   | Against   |
| TransUnion                   | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Thomas L. Monahan, III                                     | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Ita Brennan   | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director ML Krakauer   | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Julia Liuson  | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director James D. Plummer  | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Alberto Sangiovanni-Vincentelli                           | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA    | G          | Takeover Related - Takeover - Restricting           | Eliminate/Restrict Right to Act by Written Consent             | 4. Amend Charter to Add Restrictions on Shareholder Action by Written Consent | Against   |

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

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Cadence Design Systems, Inc. | 02-May-24    | USA            | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 7. Submit Severance Agreement to Shareholder Vote                 | Against   |
| Reckitt Benckiser Group Plc  | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Andrew Bonfield as Director                           | Against   |
| Reckitt Benckiser Group Plc  | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Sir Jeremy Darroch as Director                       | Against   |
| Illinois Tool Works Inc.     | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Susan Crown                                    | Against   |
| Illinois Tool Works Inc.     | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Darrell L. Ford                                | Against   |
| Illinois Tool Works Inc.     | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director James W. Griffith                              | Against   |
| Illinois Tool Works Inc.     | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Richard H. Lenny                               | Against   |
| Illinois Tool Works Inc.     | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Pamela B. Strobel                              | Against   |
| AbbVie Inc.                  | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Rebecca B. Roberts                             | Against   |
| AbbVie Inc.                  | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Glenn F. Tilton                                | Against   |
| Dover Corporation            | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Deborah L. DeHaas                              | Against   |
| Dover Corporation            | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director H. John Gilbertson, Jr.                        | Against   |
| Dover Corporation            | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Kristiane C. Graham                            | Against   |
| Dover Corporation            | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael F. Johnston                            | Against   |
| Dover Corporation            | 03-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Mondi Plc                    | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Svein Brandtzaeg as Director                          | Against   |
| Mondi Plc                    | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Sue Clark as Director                                 | Against   |
| Mondi Plc                    | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Anke Groth as Director                                | Against   |
| Mondi Plc                    | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Saki Macozoma as Director                             | Against   |

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

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Mondi Plc                         | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Dominique Reiniche as Director   | Against   |
| Mondi Plc                         | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Dame Angela Strank as Director   | Against   |
| Mondi Plc                         | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Philip Yea as Director   | Against   |
| Mondi Plc                         | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Stephen Young as Director  | Against   |
| HSBC Holdings Plc                 | 03-May-24    | United Kingdom | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap   | 17. Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Andre Desmarais   | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Paul Desmarais, Jr.   | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Gary Doer   | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Susan J. McArthur  | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.12. Elect Director John McCallum  | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.13. Elect Director R. Jeffrey Orr   | Against   |
| Teleflex Incorporated             | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Stephen K. Klasko  | Against   |
| Teleflex Incorporated             | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Stuart A. Randle   | Against   |
| Teleflex Incorporated             | 03-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Lattice Semiconductor Corporation | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robin A. Abrams   | Against   |
| Lattice Semiconductor Corporation | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director D. Jeffrey Richardson   | Against   |
| Lattice Semiconductor Corporation | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Elizabeth Schwarting  | Against   |

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

| Company Name                     | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.1. Approve Remuneration Report  | Against   |
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1. Reelect Paul Zumbuehl as Director and Board Chair                  | Against   |
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Stefano Mercorio as Director                               | Against   |
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.5. Reelect Markus Asch as Director                                    | Against   |
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.1. Reappoint Markus Asch as Member of the Compensation Committee      | Against   |
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.2. Reappoint Stefano Mercorio as Member of the Compensation Committee | Against   |
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 9. Transact Other Business (Voting)                                     | Against   |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election               | Elect Director   | 2b. Elect Director Nicolas Darveau-Garneau                              | Withhold  |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election               | Elect Director   | 2e. Elect Director William Linton                                       | Withhold  |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election               | Elect Director   | 2f. Elect Director Audrey Mascarenhas                                   | Withhold  |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election               | Elect Director   | 2h. Elect Director Monique Mercier                                      | Withhold  |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Linda W. Clement-Holmes                             | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Dirk J. Debbink                                     | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Jill P. Meyer                                       | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Gretchen W. Schar                                   | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Douglas S. Skidmore                                | Against   |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Warren E. Buffett                                   | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Stephen B. Burke                                    | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Kenneth I. Chenault                                 | Withhold  |

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

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|--------------------------|--------------|--------|------------|---|---|---|-----------|
| Berkshire Hathaway Inc.  | 04-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director Susan L. Decker   | Withhold  |
| Berkshire Hathaway Inc.  | 04-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Charlotte Guyman  | Withhold  |
| Berkshire Hathaway Inc.  | 04-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.11. Elect Director Thomas S. Murphy, Jr.  | Withhold  |
| Berkshire Hathaway Inc.  | 04-May-24    | USA    | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions | 6. Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements | Against   |
| Berkshire Hathaway Inc.  | 04-May-24    | USA    | S          | Social - Human Rights                               | Operations in High Risk Countries                               | 7. Report on Risks Related to Operations in China   | Against   |
| Moderna, Inc.            | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Robert Langer  | Against   |
| Moderna, Inc.            | 06-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                   | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Ronald Sugar   | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Ursula Burns   | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Robert Eckert  | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Wan Ling Martello  | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director David I. Trujillo  | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Walter J. Clayton, III   | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Theodore J. Leonsis  | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Deborah P. Majoras   | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Daniel L. Vasella  | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1l. Elect Director Christopher D. Young   | Against   |
| American Express Company | 06-May-24    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                 | 7. Report on Company's Policy on Merchant Category Codes  | Against   |
| Valmont Industries, Inc. | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Theo Freye  | Withhold  |

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

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|--------|------------|---|--|---|-----------|
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Robert M. Dutkowsky                           | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director M. Diane Koken                                | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Robert M. Malcolm                             | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Anthony J. Palmer                             | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Juan R. Perez                                | Withhold  |
| IDEXX Laboratories, Inc.                     | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Bruce L. Claffin                               | Against   |
| IDEXX Laboratories, Inc.                     | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Asha S. Collins                                | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Glenda J. Minor                                | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director James J. O'Brien                               | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Alejandro D. Wolff                             | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director William F. Austen                             | Withhold  |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Gail E. Hamilton                              | Withhold  |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Andrew C. Kerin                               | Withhold  |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Carol P. Lowe                                 | Withhold  |
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Mark A. Emmert                                | Against   |
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Diane H. Gulyas                               | Against   |
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Liane J. Pelletier                            | Against   |
| T. Rowe Price Group, Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Eileen P. Rominger                             | Against   |



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

| Company Name              | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                               | Vote Cast |
|---------------------------|--------------|--------|------------|---------------------------------------|----------------------|---|-----------|
| T. Rowe Price Group, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Robert J. Stevens        | Against   |
| T. Rowe Price Group, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1k. Elect Director Alan D. Wilson           | Against   |
| Arthur J. Gallagher & Co. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Sherry Barrat            | Against   |
| Arthur J. Gallagher & Co. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director David Johnson            | Against   |
| Arthur J. Gallagher & Co. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1g. Elect Director Chris Miskel             | Against   |
| Baxter International Inc. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1c. Elect Director Patricia B. Morrison     | Against   |
| Baxter International Inc. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director Stephen N. Oesterle      | Against   |
| Baxter International Inc. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1g. Elect Director Brent Shafer             | Against   |
| Baxter International Inc. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1h. Elect Director Cathy R. Smith           | Against   |
| Baxter International Inc. | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1j. Elect Director David S. Wilkes          | Against   |
| Hubbell Incorporated      | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.2. Elect Director Carlos M. Cardoso       | Withhold  |
| Hubbell Incorporated      | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.4. Elect Director Anthony J. Guzzi        | Withhold  |
| Hubbell Incorporated      | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.6. Elect Director Neal J. Keating         | Withhold  |
| Hubbell Incorporated      | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.7. Elect Director Bonnie C. Lind          | Withhold  |
| IDEX Corporation          | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Mark A. Buthman          | Against   |
| IDEX Corporation          | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1b. Elect Director Lakecia N. Gunter        | Against   |
| IDEX Corporation          | 07-May-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors      | 4. Ratify Deloitte & Touche LLP as Auditors | Against   |
| Intel Corporation         | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Omar Ishrak              | Against   |
| Intel Corporation         | 07-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director Risa Lavizzo-Mourey      | Against   |

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

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|--------|------------|---|--|---|-----------|
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Tsu-Jae King Liu                                   | Against   |
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Barbara G. Novick                                  | Against   |
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Frank D. Yeary                                     | Against   |
| Intel Corporation                | 07-May-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 4. Establish Board Committee on Corporate Financial Sustainability    | Against   |
| Intel Corporation                | 07-May-24    | USA    | S          | Social - Other                                      | Avoid Support of Abortion-Related Activities                   | 5. Report on Opposing State Abortion Regulation                       | Against   |
| Intel Corporation                | 07-May-24    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against   |
| Ziff Davis, Inc.                 | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Trace Harris                                       | Against   |
| Ziff Davis, Inc.                 | 07-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify KPMG LLP as Auditors  | Against   |
| Ziff Davis, Inc.                 | 07-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 4. Approve Omnibus Stock Plan   | Against   |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles Adair                                      | Against   |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Larry A. Barden                                    | Against   |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Linda Goodspeed                                    | Against   |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Gary W. Mize                                       | Against   |
| Edenred SA                       | 07-May-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 6. Approve Remuneration Policy of Chairman and CEO                    | Against   |
| Edenred SA                       | 07-May-24    | France | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Bertrand Dumazy, Chairman and CEO         | Against   |
| Edwards Lifesciences Corporation | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Paul A. LaViolette                                | Against   |
| Edwards Lifesciences Corporation | 07-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify PricewaterhouseCoopers LLP as Auditors                      | Against   |
| Kimco Realty Corporation         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Philip E. Coviello                                 | Against   |

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

| Company Name             | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|---|-----------|
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Frank Lourenso                                     | Against   |
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Henry Moniz  | Against   |
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Mary Hogan Preusse                                 | Against   |
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Valerie Richardson                                 | Against   |
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Richard B. Saltzman                                | Against   |
| MKS Instruments, Inc.    | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Rajeev Batra                                      | Withhold  |
| MRC Global Inc.          | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Deborah G. Adams                                  | Withhold  |
| MRC Global Inc.          | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director George John Damiris                               | Withhold  |
| MRC Global Inc.          | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Ronald L. Jadin                                   | Withhold  |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.b. Reelect Patrick Firmenich as Director                          | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.f. Reelect Carla Mahieu as Director                               | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.j. Reelect Richard Ridinger as Director                           | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.2.1. Reappoint Carla Mahieu as Member of the Compensation Committee | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)                                   | Against   |
| AMETEK, Inc.             | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Suzanne L. Stefany                                 | Against   |
| AMETEK, Inc.             | 07-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| NVR, Inc.                | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Alfred E. Festa                                    | Against   |
| NVR, Inc.                | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Mel Martinez                                       | Against   |
| NVR, Inc.                | 07-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director David A. Preiser                                   | Against   |

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

| Company Name    | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------|--------------|-------------|------------|---|--|--|-----------|
| NVR, Inc.       | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Susan Williamson Ross             | Against   |
| Public Storage  | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Kristy M. Pipes                   | Against   |
| Public Storage  | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Ronald P. Spogli                  | Against   |
| Public Storage  | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Paul S. Williams                  | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Timothy O'Day                     | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Sarah Raiss                       | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Carol M. Stephenson               | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Change Jurisdiction of Incorporation [ ]                       | 4. Approve Continuance of Company [CBCA to OBCA]     | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Andrew Snyder                     | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Valeria Alberola                  | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Michael Angelakis                 | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Usama N. Cortas                   | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1i. Elect Director Anthony Munk                      | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Wendell Pritchett                 | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Richard W. Roedel                 | Against   |
| argenx SE       | 07-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report                       | Against   |
| argenx SE       | 07-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation             | Approve Remuneration Policy                                    | 5. Approve Remuneration Policy                       | Against   |
| argenx SE       | 07-May-24    | Netherlands | G          | Director Election - Director Election                           | Elect Director   | 7. Reelect Peter Verhaeghe as Non-Executive Director | Against   |

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

| Company Name                                   | Meeting Date | Market      | ESG Pillar | Proposal Category                     | Proposal Description                                  | Proposal Text  | Vote Cast |
|--|--------------|-------------|------------|---------------------------------------|---|--|-----------|
| argenx SE                                      | 07-May-24    | Netherlands | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine          | 10. Amend Articles of Association and Authorization to Execute the Deed of Amendment | Against   |
| LKQ Corporation                                | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1a. Elect Director Patrick Berard  | Against   |
| LKQ Corporation                                | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1d. Elect Director Blythe J. McGarvie  | Against   |
| LKQ Corporation                                | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1f. Elect Director Jody G. Miller  | Against   |
| LKQ Corporation                                | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1g. Elect Director Guhan Subramanian   | Against   |
| LKQ Corporation                                | 07-May-24    | USA         | G          | Audit Related - Auditor Related       | Ratify Auditors                                       | 2. Ratify Deloitte & Touche LLP as Auditors  | Against   |
| Qinghai Salt Lake Industry Co., Ltd.           | 07-May-24    | China       | G          | Routine Business - Routine Business   | Accept Financial Statements and Statutory Reports     | 5. Approve Financial Statements and Financial Budget Report                          | Against   |
| Qinghai Salt Lake Industry Co., Ltd.           | 07-May-24    | China       | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Organization-Related | 11. Amend Related-Party Transaction Management Methods                               | Against   |
| Danaher Corporation                            | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director Feroz Dewan   | Against   |
| Danaher Corporation                            | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1c. Elect Director Linda Filler  | Against   |
| Danaher Corporation                            | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1d. Elect Director Teri List   | Against   |
| Danaher Corporation                            | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director A. Shane Sanders  | Against   |
| Danaher Corporation                            | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1j. Elect Director John T. Schwieters  | Against   |
| Danaher Corporation                            | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1l. Elect Director Raymond C. Stevens  | Against   |
| Danaher Corporation                            | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1m. Elect Director Elias A. Zerhouni   | Against   |
| The Boston Beer Company, Inc.                  | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director Meghan V. Joyce  | Withhold  |
| The Boston Beer Company, Inc.                  | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Cynthia L. Swanson   | Withhold  |
| The Boston Beer Company, Inc.                  | 07-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Jean-Michel Valette  | Withhold  |
| Charles River Laboratories International, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Nancy C. Andrews   | Against   |

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

| Company Name                                   | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                               | Vote Cast |
|--|--------------|--------|------------|---------------------------------------|----------------------|---|-----------|
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.5. Elect Director Deborah T. Kochevar     | Against   |
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.6. Elect Director George Llado, Sr.       | Against   |
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.11. Elect Director Virginia M. Wilson     | Against   |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Steven J. Demetriou      | Against   |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1g. Elect Director Kimberly S. Lubel        | Against   |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1h. Elect Director Julie A. Piggott         | Against   |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Melanie M. Trent         | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1A. Elect Director Glyn F. Aeppel           | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1B. Elect Director Larry C. Glasscock       | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1C. Elect Director Allan Hubbard            | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1G. Elect Director Gary M. Rodkin           | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1H. Elect Director Peggy Fang Roe           | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Nora M. Denzel           | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1c. Elect Director Michael P. Gregoire      | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director Joseph A. Householder    | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Elizabeth W. Vanderslice | Against   |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.5. Elect Director Theodore J. Hoepner     | Withhold  |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.7. Elect Director Toni Jennings           | Withhold  |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.12. Elect Director H. Palmer Proctor, Jr. | Withhold  |

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

| Company Name                  | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Brown & Brown, Inc.           | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.13. Elect Director Wendell S. Reilly                                  | Withhold  |
| Brown & Brown, Inc.           | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.15. Elect Director Chilton D. Varner                                  | Withhold  |
| Brown & Brown, Inc.           | 08-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation       | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding)                          | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1. Reelect Michael Ball as Director and Board Chair                   | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.6. Reelect Thomas Glanzmann as Director                               | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.7. Reelect Keith Grossman as Director                                 | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.10. Reelect Ines Poeschel as Director                                 | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.4. Reappoint Ines Poeschel as Member of the Compensation Committee    | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)                                    | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas P. Bostick                                    | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Paul C. Hilal  | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Linda H. Riefler                                     | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Suzanne M. Vautrinot                                 | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director John J. Zillmer                                      | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Mark A. Finkelstein                                  | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Eric S. Forrest                                      | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Peggy Y. Fowler                                      | Against   |

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

| Company Name                  | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Luis F. Machuca   | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Maria M. Pope   | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director John F. Schultz   | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Hilliard C. Terry, III  | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                          | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sandra J. Horning   | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Harish M. Manwani   | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Anthony Walters   | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | S          | Social - Other                                      | Avoid Support of Abortion-Related Activities                   | 6. Report on Risks of Supporting Abortion  | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.2. Reelect Angelica Kohlmann as Director   | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.3. Reelect Christoph Maeder as Director  | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.6. Reelect Juergen Steinemann as Director  | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.4.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee  | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.4.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee   | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.4.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 11. Transact Other Business (Voting)   | Against   |
| MTU Aero Engines AG           | 08-May-24    | Germany     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 8. Approve Remuneration Policy   | Against   |



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

| Company Name        | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------|--------------|-------------|------------|---|--|---|-----------|
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members                 | 4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.5 Million  | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.7 Million | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1. Reelect Nayla Hayek as Director  | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Ernst Tanner as Director   | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.3. Reelect Daniela Aeschlimann as Director  | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.4. Reelect Georges Hayek as Director  | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.5. Reelect Claude Nicollier as Director   | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.6. Reelect Jean-Pierre Roth as Director   | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.7. Elect Marc Hayek as Director   | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 5.8. Reelect Nayla Hayek as Board Chair   | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.1. Reappoint Nayla Hayek as Member of the Compensation Committee                          | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.2. Reappoint Ernst Tanner as Member of the Compensation Committee                         | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.3. Reappoint Daniela Aeschlimann as Member of the Compensation Committee                  | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.4. Reappoint Georges Hayek as Member of the Compensation Committee                        | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.5. Reappoint Claude Nicollier as Member of the Compensation Committee                     | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.6. Reappoint Jean-Pierre Roth as Member of the Compensation Committee                     | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.7. Appoint Marc Hayek as Member of the Compensation Committee                             | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Company Articles - Article Amendments               | Adopt New Articles of Association/Charter                                  | 9. Amend Articles of Association  | Against   |
| The Swatch Group AG | 08-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)  | Against   |

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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Vonovia SE                    | 08-May-24    | Germany        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 6. Approve Remuneration Report  | Against   |
| Vonovia SE                    | 08-May-24    | Germany        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 7. Approve Remuneration Policy  | Against   |
| Zhejiang Expressway Co., Ltd. | 08-May-24    | China          | G          | Routine Business - Routine Business                 | Accept Financial Statements and Statutory Reports                                | 5. Approve Final Accounts and Financial Budget  | Against   |
| Zhejiang Expressway Co., Ltd. | 08-May-24    | China          | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares and Related Transactions | Against   |
| WPP Plc                       | 08-May-24    | Jersey         | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Angela Ahrendts as Director   | Against   |
| WPP Plc                       | 08-May-24    | Jersey         | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Tom Ilube as Director   | Against   |
| WPP Plc                       | 08-May-24    | Jersey         | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Roberto Quarta as Director  | Against   |
| WPP Plc                       | 08-May-24    | Jersey         | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Cindy Rose as Director   | Against   |
| Rentokil Initial Plc          | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect David Frear as Director   | Against   |
| Rentokil Initial Plc          | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Sally Johnson as Director   | Against   |
| Rentokil Initial Plc          | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Sarosh Mistry as Director   | Against   |
| Rentokil Initial Plc          | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect John Pettigrew as Director  | Against   |
| Rentokil Initial Plc          | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Richard Solomons as Director   | Against   |
| Rentokil Initial Plc          | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Cathy Turner as Director   | Against   |
| Rentokil Initial Plc          | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Linda Yueh as Director   | Against   |
| First Solar, Inc.             | 08-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Molly E. Joseph   | Against   |
| First Solar, Inc.             | 08-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director William J. Post   | Against   |
| First Solar, Inc.             | 08-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Paul H. Stebbins  | Against   |

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

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                               | Vote Cast |
|------------------------------|--------------|----------------|------------|---------------------------------------|----------------------|---|-----------|
| First Solar, Inc.            | 08-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.8. Elect Director Michael T. Sweeney      | Against   |
| First Solar, Inc.            | 08-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.10. Elect Director Norman L. Wright       | Against   |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1.5. Elect Director Stephani Kingsmill      | Against   |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1.6. Elect Director Jane E. Kinney          | Against   |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1.10. Elect Director Indira V. Samarasekera | Against   |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1.11. Elect Director Frederick Singer       | Against   |
| Haleon Plc                   | 08-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 4. Re-elect Sir Dave Lewis as Director      | Against   |
| Haleon Plc                   | 08-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 7. Re-elect Vindi Banga as Director         | Against   |
| Haleon Plc                   | 08-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 9. Re-elect Tracy Clarke as Director        | Against   |
| Haleon Plc                   | 08-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 12. Re-elect Deirdre Mahlan as Director     | Against   |
| Novanta Inc.                 | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1A. Elect Director Lonny J. Carpenter       | Withhold  |
| Novanta Inc.                 | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1C. Elect Director Barbara B. Hulit         | Withhold  |
| Novanta Inc.                 | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1E. Elect Director Maxine L. Mauricio       | Withhold  |
| Novanta Inc.                 | 08-May-24    | Canada         | G          | Director Election - Director Election | Elect Director       | 1G. Elect Director Thomas N. Secor          | Withhold  |
| Materion Corporation         | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.1. Elect Director Vinod M. Khilnani       | Withhold  |
| Materion Corporation         | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.2. Elect Director Emily M. Liggett        | Withhold  |
| Materion Corporation         | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.3. Elect Director Robert J. Phillippy     | Withhold  |
| Materion Corporation         | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.4. Elect Director Patrick Prevost         | Withhold  |
| Materion Corporation         | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.5. Elect Director N. Mohan Reddy          | Withhold  |

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

| Company Name                         | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|--|--|-----------|
| Materion Corporation                 | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Craig S. Shular                                      | Withhold  |
| Materion Corporation                 | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.7. Elect Director Darlene J. S. Solomon                                | Withhold  |
| Materion Corporation                 | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.8. Elect Director Robert B. Toth                                       | Withhold  |
| Materion Corporation                 | 09-May-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation     | Against   |
| Mettler-Toledo International<br>Inc. | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Domitille Doat-Le<br>Bigot                           | Against   |
| Mettler-Toledo International<br>Inc. | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Thomas P. Salice                                     | Against   |
| Mettler-Toledo International<br>Inc. | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.8. Elect Director Ingrid Zhang   | Against   |
| Mettler-Toledo International<br>Inc. | 09-May-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation     | Against   |
| Mueller Industries, Inc.             | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Elizabeth Donovan                                    | Withhold  |
| Mueller Industries, Inc.             | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.5. Elect Director Scott J. Goldman                                     | Withhold  |
| Mueller Industries, Inc.             | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director John B. Hansen                                       | Withhold  |
| Mueller Industries, Inc.             | 09-May-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation     | Against   |
| Tractor Supply Company               | 09-May-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation     | Against   |
| Union Pacific Corporation            | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director David B. Dillon                                       | Against   |
| Union Pacific Corporation            | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Sheri H. Edison                                       | Against   |
| Union Pacific Corporation            | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Jane H. Lute  | Against   |
| Union Pacific Corporation            | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director Michael R. McCarthy                                   | Against   |
| Union Pacific Corporation            | 09-May-24    | USA    | G          | Compensation -<br>Severance Agreement                     | Submit Severance Agreement<br>to Shareholder Vote                    | 4. Submit Severance Agreement<br>(Change-in-Control) to Shareholder Vote | Against   |

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

| Company Name                              | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|--------|------------|---|--|---|-----------|
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1h. Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1i. Elect Management Nominee Director John C. Huffard, Jr.          | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1j. Elect Management Nominee Director Claude Mongeau                | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1k. Elect Management Nominee Director Amy E. Miles                  | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1l. Elect Management Nominee Director Jennifer F. Scanlon           | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1m. Elect Management Nominee Director Alan H. Shaw                  | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1n. Elect Management Nominee Director John R. Thompson              | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Management)                                    | 1t. Elect Management Nominee Director Thomas C. Kelleher            | Withhold  |
| Norfolk Southern Corporation              | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Sterling Infrastructure, Inc.             | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Dana C. O'Brien                                  | Against   |
| Sterling Infrastructure, Inc.             | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Charles R. Patton                                | Against   |
| Sterling Infrastructure, Inc.             | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Dwayne A. Wilson                                 | Against   |
| BlackLine, Inc.                           | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Owen Ryan                                       | Withhold  |
| BlackLine, Inc.                           | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Sophia Velastegui                               | Withhold  |
| BlackLine, Inc.                           | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Integra LifeSciences Holdings Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Keith Bradley                                    | Against   |
| Integra LifeSciences Holdings Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Barbara B. Hill                                  | Against   |
| Integra LifeSciences Holdings Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Raymond G. Murphy                                | Against   |
| Itron, Inc.                               | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Santiago Perez                                   | Against   |

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

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------|--------------|--------|------------|---|--|---|-----------|
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Norma B. Clayton  | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Patrick J. Dempsey  | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Christopher J. Kearney  | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Laurette T. Koellner  | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Michael W. Lamach   | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Nadja Y. West   | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                   | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Kenneth W. Cornew  | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1D. Elect Director Traci M. Dolan   | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1F. Elect Director James C. Marcuccilli   | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1G. Elect Director Bradley S. Seaman  | Against   |
| Tyler Technologies, Inc. | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Glenn A. Carter   | Withhold  |
| Tyler Technologies, Inc. | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Brenda A. Cline   | Withhold  |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Marc A. Bruno  | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Larry D. De Shon   | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Bobby J. Griffin   | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Terri L. Kelly   | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Shiv Singh   | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Related - Board Related                    | Company-Specific Board-Related                                 | 5. Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy | Against   |

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

| Company Name         | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description                  | Proposal Text   | Vote Cast |
|----------------------|--------------|--------|------------|---------------------------------------|---------------------------------------|---|-----------|
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1.1. Elect Director James Y. Chao                             | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1.2. Elect Director John T. Chao                              | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1.3. Elect Director Mark A. McCollum                          | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1.4. Elect Director R. Bruce Northcutt                        | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors                       | 2. Ratify PricewaterhouseCoopers LLP as Auditors              | Against   |
| CTS Corporation      | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1e. Elect Director Robert A. Profusek                         | Against   |
| CTS Corporation      | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1f. Elect Director Randy L. Stone                             | Against   |
| CTS Corporation      | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1g. Elect Director Alfonso G. Zulueta                         | Against   |
| Quebecor Inc.        | 09-May-24    | Canada | G          | Director Election - Director Election | Elect Director                        | 1.2. Elect Director Lise Croteau                              | Withhold  |
| Quebecor Inc.        | 09-May-24    | Canada | S, G       | Compensation - Compensation           | Company-Specific-Compensation-Related | 4. SP 1: Approve Incentive Compensation Relating to ESG Goals | Against   |
| Stryker Corporation  | 09-May-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors                       | 2. Ratify Ernst & Young LLP as Auditors                       | Against   |
| A10 Networks, Inc.   | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1b. Elect Director Peter Y. Chung                             | Withhold  |
| A10 Networks, Inc.   | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1c. Elect Director Eric Singer                                | Withhold  |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1d. Elect Director Charles P. Carey                           | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1g. Elect Director Martin J. Gepsman                          | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1h. Elect Director Larry G. Gerdes                            | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1i. Elect Director Daniel R. Glickman                         | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1k. Elect Director Phyllis M. Lockett                         | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director                        | 1q. Elect Director Dennis A. Suskind                          | Against   |

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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|--|-----------|
| CME Group Inc.                 | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Onex Corporation               | 09-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1A. Elect Director Lisa Carnoy   | Withhold  |
| Onex Corporation               | 09-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Sarabjit S. Marwah  | Withhold  |
| Progress Software Corporation  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Paul T. Dacier   | Withhold  |
| Progress Software Corporation  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director John R. Egan   | Withhold  |
| Progress Software Corporation  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Vivian Vitale  | Withhold  |
| Teradyne, Inc.                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Peter Herweck   | Against   |
| Teradyne, Inc.                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Marilyn Matz  | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Shellye Archambeau   | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Vittorio Colao   | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Laxman Narasimhan  | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Rodney Slater  | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | S          | Social - Political Spending                         | Political Activities and Action                                | 4. Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social               | 8. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views               | Against   |
| Zebra Technologies Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Ross W. Manire  | Withhold  |
| Zebra Technologies Corporation | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Calix, Inc.                    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Kevin Peters   | Withhold  |
| Avantor, Inc.                  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director John Carethers  | Against   |



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

| Company Name                                   | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description                          | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---------------------------------------|---|--|-----------|
| Avantor, Inc.                                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director                                | 1f. Elect Director Jonathan Peacock  | Against   |
| Avantor, Inc.                                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director                                | 1i. Elect Director Gregory Summe   | Against   |
| Axcelis Technologies, Inc.                     | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director                                | 1.1. Elect Director Tzu-Yin ("TY") Chiu  | Withhold  |
| Axcelis Technologies, Inc.                     | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director                                | 1.5. Elect Director Jeanne Quirk   | Withhold  |
| Axcelis Technologies, Inc.                     | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director                                | 1.7. Elect Director Thomas St. Dennis  | Withhold  |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                                | 7. Re-elect Mohamed A. El-Erian as Director                                    | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                                | 10. Re-elect Brian Gilvary as Director   | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                                | 11. Re-elect Nigel Higgins as Director   | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                                | 13. Re-elect Diane Schueneman as Director                                      | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                                | 15. Re-elect Julia Wilson as Director  | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director                                | 1.3. Elect Director Andre Desmarais  | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director                                | 1.4. Elect Director Paul Desmarais, Jr.  | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director                                | 1.7. Elect Director Anthony R. Graham  | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director                                | 1.10. Elect Director Isabelle Marcoux  | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | S, G       | Compensation - Compensation           | Company-Specific--Compensation-Related        | 5. SP 2: Approve Incentive Compensation for All Employees Based on ESG Targets | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Related - Board Related      | Company-Specific Board-Related                | 7. SP 4: Disclose Language Fluency of Executives                               | Against   |
| ACS Actividades de Construccion y Servicios SA | 09-May-24    | Spain          | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine  | 6. Amend Article 12  | Against   |
| ACS Actividades de Construccion y Servicios SA | 09-May-24    | Spain          | G          | Routine Business - Routine Business   | Approve/Amend Regulations on General Meetings | 7. Amend Article 7 of General Meeting Regulations                              | Against   |

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

| Company Name                                   | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description  | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---------------------------------------|---|--|-----------|
| ACS Actividades de Construccion y Servicios SA | 09-May-24    | Spain          | G          | Capitalization - Capital Issuance     | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 10. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital | Against   |
| Arch Capital Group Ltd.                        | 09-May-24    | Bermuda        | G          | Director Election - Director Election | Elect Director  | 1a. Elect Director Laurie S. Goodman   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 5. Re-elect Peter Bains as Director  | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 7. Re-elect Graham Hetherington as Director  | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 8. Re-elect Jerome Lande as Director   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 9. Re-elect Joanna Le Couilliard as Director   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 11. Re-elect Barbara Ryan as Director  | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 12. Re-elect Mark Stejbach as Director   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 13. Re-elect Juliet Thompson as Director   | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1c. Elect Director Kermit R. Crawford  | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1f. Elect Director Mary J. Steele Guilfoile  | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1g. Elect Director Jodee A. Kozlak   | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1h. Elect Director Henry J. Maier  | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Audit Related - Auditor Related       | Ratify Auditors   | 3. Ratify Deloitte & Touche LLP as Auditors  | Against   |
| Prologis, Inc.                                 | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1e. Elect Director Lydia H. Kennard  | Against   |
| Prologis, Inc.                                 | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1h. Elect Director Avid Modjtabei  | Against   |
| Prologis, Inc.                                 | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director David P. O'Connor   | Against   |
| iA Financial Corporation Inc.                  | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director  | 1.6. Elect Director Emma K. Griffin  | Withhold  |

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

| Company Name                  | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|--------|------------|---|--|---|-----------|
| iA Financial Corporation Inc. | 09-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Jacques Martin                                | Withhold  |
| iA Financial Corporation Inc. | 09-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Suzanne Rancourt                             | Withhold  |
| iA Financial Corporation Inc. | 09-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.14. Elect Director Rebecca Schechter                            | Withhold  |
| iA Financial Corporation Inc. | 09-May-24    | Canada | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related                          | 4. SP 1: Adopt ESG Incentive Pay for All Employees                | Against   |
| iA Financial Corporation Inc. | 09-May-24    | Canada | G          | Audit Related - Auditor Related                     | Auditor Rotation   | 6. SP 3: Auditor Rotation   | Against   |
| Louisiana-Pacific Corporation | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director F. Nicholas Grasberger, III                    | Against   |
| Louisiana-Pacific Corporation | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Ozey K. Horton, Jr.                            | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Christopher B. Begley                          | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Betsy J. Bernard                               | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Robert A. Hagemann                             | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Maria Teresa (Tessa) Hilado                    | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Douglas N. Benham                              | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director James H. Kropp                                 | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Lynn C. Swann                                  | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Winifred M. Webb                               | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Matthew R. Zaist                               | Against   |
| Tradeweb Markets Inc.         | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jacques Aigrain                               | Withhold  |
| Tradeweb Markets Inc.         | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Paula Madoff                                  | Withhold  |
| Tradeweb Markets Inc.         | 10-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |

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

| Company Name                       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Vulcan Materials Company           | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Cynthia L. Hostetler                           | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Sharon Bowen                                  | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Monte Ford                                    | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Dan Hesse                                     | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Jonathan Miller                               | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Ben Verwaayen                                 | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan                                       | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Takeover Related - Takeover - Other                 | Adjourn Meeting  | 5. Adjourn Meeting  | Against   |
| Alcoa Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Mary Anne Citrino                              | Against   |
| Alcoa Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Thomas J. Gorman                               | Against   |
| Alcoa Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Ernesto Zedillo                                | Against   |
| John Bean Technologies Corporation | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director C. Maury Devine                                | Against   |
| John Bean Technologies Corporation | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles L. Harrington                          | Against   |
| Masco Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Marie A. Ffolkes                               | Against   |
| Masco Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director John C. Plant                                  | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan                                       | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                     | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 4. Approve Share Plan Grant to CEO Patrick W. Smith               | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |

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

| Company Name                       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------------|--------------|--------|------------|---|--|--|-----------|
| Colgate-Palmolive Company          | 10-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Lundin Mining Corporation          | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1B. Elect Director C. Ashley Heppenstall   | Against   |
| Lundin Mining Corporation          | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1D. Elect Director Juliana L. Lam  | Against   |
| Lundin Mining Corporation          | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1F. Elect Director Dale C. Peniuk  | Against   |
| The Progressive Corporation        | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Philip Bleser   | Against   |
| The Progressive Corporation        | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Roger N. Farah  | Against   |
| The Progressive Corporation        | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Lawton W. Fitt  | Against   |
| The Progressive Corporation        | 10-May-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts | Against   |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a2. Elect Director Jaimie Donovan  | Withhold  |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a3. Elect Director R. Peter Gillin   | Withhold  |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a4. Elect Director Chantal Gosselin  | Withhold  |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a7. Elect Director Charles A. Jeannes  | Withhold  |
| TERNA Rete Elettrica Nazionale SpA | 10-May-24    | Italy  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 5.1. Approve Remuneration Policy   | Against   |
| TERNA Rete Elettrica Nazionale SpA | 10-May-24    | Italy  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.2. Approve Second Section of the Remuneration Report                               | Against   |
| Constellation Software Inc.        | 13-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Robert Kittel  | Withhold  |
| Constellation Software Inc.        | 13-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Andrew Pastor   | Withhold  |
| DraftKings Inc.                    | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jason D. Robins  | Withhold  |
| DraftKings Inc.                    | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Woodrow H. Levin   | Withhold  |

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

| Company Name            | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------|--------------|--------|------------|---|--|---|-----------|
| DraftKings Inc.         | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Valerie Mosley                                | Withhold  |
| DraftKings Inc.         | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Marni M. Walden                              | Withhold  |
| DraftKings Inc.         | 13-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Teradata Corporation    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Lisa R. Bacus                                  | Against   |
| Ventas, Inc.            | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Melody C. Barnes                               | Against   |
| Ventas, Inc.            | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Marguerite M. Nader                            | Against   |
| Ventas, Inc.            | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Sean P. Nolan                                  | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Thomas "Tony" K. Brown                         | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director David B. Dillon                                | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Pedro J. Pizarro                               | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Compensation - Compensation                         | Stock Retention/Holding Period                                 | 4. Adopt Share Retention Policy For Senior Executives             | Against   |
| Five9, Inc.             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Michael Burdick                               | Withhold  |
| Five9, Inc.             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Julie Iskow                                   | Withhold  |
| Five9, Inc.             | 14-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| QuidelOrtho Corporation | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Kenneth F. Buechler                           | Withhold  |
| QuidelOrtho Corporation | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Kenneth J. Widder                             | Withhold  |
| QuidelOrtho Corporation | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Joseph D. Wilkins, Jr.                       | Withhold  |

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

| Company Name                               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|--|--------------|--------|------------|---|---|---|-----------|
| Amkor Technology, Inc.                     | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Douglas A. Alexander  | Withhold  |
| Amkor Technology, Inc.                     | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Roger A. Carolin  | Withhold  |
| Amkor Technology, Inc.                     | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Winston J. Churchill  | Withhold  |
| Amkor Technology, Inc.                     | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.10. Elect Director Gil C. Tily  | Withhold  |
| Artivion, Inc.                             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Marna P. Borgstrom  | Withhold  |
| Artivion, Inc.                             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Jeffrey H. Burbank  | Withhold  |
| Artivion, Inc.                             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Elizabeth A. Hoff   | Withhold  |
| Artivion, Inc.                             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director Jon W. Salveson   | Withhold  |
| Artivion, Inc.                             | 14-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Laboratory Corporation of America Holdings | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Kathryn E. Wengel  | Against   |
| Laboratory Corporation of America Holdings | 14-May-24    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                  | 4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote             | Against   |
| Motorola Solutions, Inc.                   | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Kenneth D. Denman  | Against   |
| Motorola Solutions, Inc.                   | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Gregory K. Mondre  | Against   |
| Motorola Solutions, Inc.                   | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Joseph M. Tucci  | Against   |
| BNP Paribas SA                             | 14-May-24    | France | G          | Director Election - Director Election               | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | A. Elect Isabelle Coron as Representative of Employee Shareholders to the Board   | Against   |
| BNP Paribas SA                             | 14-May-24    | France | G          | Director Election - Director Election               | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | B. Elect Thierry Schwob as Representative of Employee Shareholders to the Board   | Against   |
| BNP Paribas SA                             | 14-May-24    | France | G          | Director Election - Director Election               | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | C. Elect Frederic Mayrand as Representative of Employee Shareholders to the Board | Against   |
| Centene Corporation                        | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Jessica L. Blume   | Against   |

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

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|----------------------------|--------------|----------------|------------|---|--|--|-----------|
| Centene Corporation        | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Wayne S. DeVeydt  | Against   |
| Centene Corporation        | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Lori J. Robinson  | Against   |
| Centene Corporation        | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Theodore R. Samuels   | Against   |
| Knife River Corp.          | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director German Carmona Alvarez  | Against   |
| Lotus Bakeries NV          | 14-May-24    | Belgium        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report   | Against   |
| Lotus Bakeries NV          | 14-May-24    | Belgium        | G          | Director Election - Director Election               | Elect Director   | 8. Reelect Beneconsult BV, Permanently Represented by Benedikte Boone, as Director | Against   |
| Lotus Bakeries NV          | 14-May-24    | Belgium        | G          | Director Election - Director Election               | Elect Director   | 9. Reelect Concellent NV, Permanently Represented by Sofie Boone, as Director      | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Karen Green as Director  | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Nicholas Lyons as Director   | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Katie Murray as Director  | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect John Pollock as Director  | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Nicholas Shott as Director  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 2. Elect Director Gary L. Belske   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 3. Elect Director Robert J. Bernhard   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 4. Elect Director Bruno V. Di Leo Allen  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 6. Elect Director Carla A. Harris  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 7. Elect Director Thomas J. Lynch  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 8. Elect Director William I. Miller  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 9. Elect Director Kimberly A. Nelson   | Against   |



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

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|--|-----------|
| Cummins Inc.                | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 10. Elect Director Karen H. Quintos  | Against   |
| Skyworks Solutions, Inc.    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Kevin L. Beebe  | Against   |
| Skyworks Solutions, Inc.    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Suzanne E. McBride  | Against   |
| Skyworks Solutions, Inc.    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director David P. McGlade  | Against   |
| Skyworks Solutions, Inc.    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Maryann Turcke  | Against   |
| Skyworks Solutions, Inc.    | 14-May-24    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 10. Submit Severance Agreement (Change-in-Control) to Shareholder Vote                 | Against   |
| The Allstate Corporation    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Donald E. Brown   | Against   |
| The Allstate Corporation    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Margaret M. Keane   | Against   |
| The Allstate Corporation    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Andrea Redmond  | Against   |
| The Allstate Corporation    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Gregg M. Sherrill   | Against   |
| The Allstate Corporation    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Monica Turner   | Against   |
| The Allstate Corporation    | 14-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden | G          | Director Election - Director Election               | Elect Director   | 15.c. Reelect Helena Saxon as Director   | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden | G          | Director Election - Director Election               | Elect Director   | 15.e. Reelect Filippa Stenberg as Director   | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden | G          | Director Election - Director Election               | Elect Director   | 15.f. Reelect Anders Ullman as Director  | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden | G          | Director Election - Director Election               | Elect Director   | 15.g. Elect Zlatko Rihter as New Director  | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 17. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 18.A1. Approve Long Term Incentive Program (Management Program)                        | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden | G          | Compensation - Equity Compensation Plan             | Approve Equity Plan Financing                                  | 18.B1. Approve Equity Plan Financing (Management Program)                              | Against   |

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

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Compensation - Equity Compensation Plan             | Approve Alternative Equity Plan Financing  | 18.C. Approve Alternative Equity Plan Financing                                       | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 19. Approve Creation of Pool of Capital without Preemptive Rights                     | Against   |
| Tencent Holdings Limited    | 14-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights   | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William E. Ford  | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Fabrizio Freda   | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Murry S. Gerber  | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Cheryl D. Mills  | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Gordon M. Nixon  | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Kristin C. Peck  | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                     | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                          | 5. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy    | Against   |
| Elevance Health, Inc.       | 15-May-24    | USA            | S          | Social - Political Spending                         | Political Contributions Disclosure   | 4. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures | Against   |
| US Foods Holding Corp.      | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Marla Gottschalk   | Against   |
| US Foods Holding Corp.      | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Sunil Gupta  | Against   |
| US Foods Holding Corp.      | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Ann E. Ziegler   | Against   |
| Verisk Analytics, Inc.      | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Vincent K. Brooks  | Against   |
| Verisk Analytics, Inc.      | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Kathleen A. Hogenson   | Against   |
| Verisk Analytics, Inc.      | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Kimberly S. Stevenson  | Against   |

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

| Company Name                    | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Verisk Analytics, Inc.          | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Therese M. Vaughan   | Against   |
| Verisk Analytics, Inc.          | 15-May-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Deloitte & Touche LLP as Auditors   | Against   |
| Bunge Global SA                 | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5b. Elect Director Sheila Bair  | Against   |
| Bunge Global SA                 | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5c. Elect Director Carol Browner  | Against   |
| Bunge Global SA                 | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5g. Elect Director Monica McGurk  | Against   |
| Bunge Global SA                 | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5i. Elect Director Henry "Jay" Winship  | Against   |
| Bunge Global SA                 | 15-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7c. Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee | Against   |
| Bunge Global SA                 | 15-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | A. Other Business   | Against   |
| Invitation Homes, Inc.          | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Jana Cohen Barbe  | Withhold  |
| Invitation Homes, Inc.          | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Richard D. Bronson  | Withhold  |
| Invitation Homes, Inc.          | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jeffrey E. Kelter   | Withhold  |
| Invitation Homes, Inc.          | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Frances Aldrich Sevilla-Sacasa  | Withhold  |
| Annaly Capital Management, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Francine J. Bovich   | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Kathy Hopinkah Hannan  | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael Haylon   | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Eric A. Reeves   | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Vicki Williams   | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Enphase Energy, Inc.            | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Badrinarayanan Kothandaraman  | Withhold  |

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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|---|-----------|
| Enphase Energy, Inc.           | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Joseph Malchow                                | Withhold  |
| Enphase Energy, Inc.           | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Hilton Worldwide Holdings Inc. | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Ingredion Incorporated         | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Gregory B. Kenny                               | Against   |
| Ingredion Incorporated         | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Stephan B. Tanda                               | Against   |
| Ingredion Incorporated         | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Jorge A. Uribe                                 | Against   |
| Ingredion Incorporated         | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Patricia Verduin                               | Against   |
| Ingredion Incorporated         | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Ingredion Incorporated         | 15-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| Minerals Technologies Inc.     | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Marc E. Robinson                               | Against   |
| Minerals Technologies Inc.     | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| State Street Corporation       | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Amelia C. Fawcett                              | Against   |
| State Street Corporation       | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director William L. Meaney                              | Against   |
| State Street Corporation       | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Gregory L. Summe                               | Against   |
| The Travelers Companies, Inc.  | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Thomas B. Leonard                              | Against   |
| The Travelers Companies, Inc.  | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Clarence Otis, Jr.                             | Against   |
| The Travelers Companies, Inc.  | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Elizabeth E. Robinson                          | Against   |
| The Travelers Companies, Inc.  | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Rafael Santana                                 | Against   |

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

| Company Name                    | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|---------|------------|---|--|---|-----------|
| The Travelers Companies, Inc.   | 15-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Everest Group, Ltd.             | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director John J. Amore                                 | Against   |
| Everest Group, Ltd.             | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director William F. Galtney, Jr.                       | Against   |
| Everest Group, Ltd.             | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director John A. Graf                                  | Against   |
| Everest Group, Ltd.             | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Meryl Hartzband                               | Against   |
| Everest Group, Ltd.             | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Gerri Losquadro                               | Against   |
| Everest Group, Ltd.             | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Hazel McNeillage                              | Against   |
| Everest Group, Ltd.             | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Roger M. Singer                               | Against   |
| Fiserv, Inc.                    | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Wafaa Mamilli                                 | Withhold  |
| Fiserv, Inc.                    | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Heidi G. Miller                               | Withhold  |
| Fiserv, Inc.                    | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Doyle R. Simons                               | Withhold  |
| Old Dominion Freight Line, Inc. | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Bradley R. Gabosch                            | Withhold  |
| Old Dominion Freight Line, Inc. | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director John D. Kasarda                               | Withhold  |
| Old Dominion Freight Line, Inc. | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Thomas A. Stith, III                         | Withhold  |
| Old Dominion Freight Line, Inc. | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.12. Elect Director Leo H. Suggs                                 | Withhold  |
| Reliance, Inc.                  | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Lisa L. Baldwin                                | Against   |
| Reliance, Inc.                  | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Robert A. McEvoy                               | Against   |
| Reliance, Inc.                  | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director David W. Seeger                                | Against   |
| Reliance, Inc.                  | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Douglas W. Stotlar                             | Against   |

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

| Company Name                                | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| SAP SE                                      | 15-May-24    | Germany        | G          | Director Election -<br>Director Election                  | Elect Supervisory Board Member                                 | 7.1. Elect Aicha Evans to the Supervisory Board                   | Against   |
| SAP SE                                      | 15-May-24    | Germany        | G          | Director Election -<br>Director Election                  | Elect Supervisory Board Member                                 | 7.3. Elect Friederike Rotsch to the Supervisory Board             | Against   |
| Euronext NV                                 | 15-May-24    | Netherlands    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3.c. Approve Remuneration Report                                  | Against   |
| American International Group, Inc.          | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director James Cole, Jr.                                | Against   |
| American International Group, Inc.          | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Diana M. Murphy                                | Against   |
| American International Group, Inc.          | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director John G. Rice                                   | Against   |
| American International Group, Inc.          | 15-May-24    | USA            | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| American International Group, Inc.          | 15-May-24    | USA            | G          | Company Articles -<br>Board Related<br>Amendments         | Amend Articles Board-Related                                   | 5. Adopt Director Election Resignation Bylaw                      | Against   |
| Molson Coors Beverage Company               | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director H. Sanford Riley                              | Withhold  |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 5. Re-elect Emma Griffin as Director                              | Against   |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 6. Re-elect Rosemary Hilary as Director                           | Against   |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 7. Re-elect John Hitchins as Director                             | Against   |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 9. Re-elect Paul Manduca as Director                              | Against   |
| ZoomInfo Technologies Inc.                  | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Henry Schuck                                  | Withhold  |
| ZoomInfo Technologies Inc.                  | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Keith Enright                                 | Withhold  |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Larry D. De Shon                               | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Carlos Dominguez                               | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1d. Elect Director Donna A. James                                 | Against   |

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

| Company Name                                | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|-------------|------------|---|--|---|-----------|
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Teresa Wynn Roseborough  | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Virginia P. Ruesterholz  | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director   | 5.10. Reelect Martin Schmid as Director   | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director   | 5.11. Reelect Franziska Sauber as Director  | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director   | 5.12. Reelect Klaus Tschuetscher as Director  | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                         | 5.13. Reappoint Martin Schmid as Member of the Compensation Committee   | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                         | 5.14. Reappoint Franziska Sauber as Member of the Compensation Committee  | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                         | 5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee  | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business   | 10. Transact Other Business (Voting)  | Against   |
| Kadant Inc.                                 | 15-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Erin L. Russell   | Against   |
| Kadant Inc.                                 | 15-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Rebecca Martinez O'Mara   | Against   |
| Kadant Inc.                                 | 15-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Yealink Network Technology Co., Ltd.        | 15-May-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                               | 7. Approve Use of Idle Own Funds for Cash Management  | Against   |
| Yealink Network Technology Co., Ltd.        | 15-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 9. Amend the Independent Director Working Rules   | Against   |
| Yealink Network Technology Co., Ltd.        | 15-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 10. Approve to Expand the Strategy Committee of the Board of Directors into the Strategy and ESG Committee of the Board of Directors and Revising Relevant Work Rules | Against   |
| Yealink Network Technology Co., Ltd.        | 15-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 13. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |

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

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| H&E Equipment Services, Inc.    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Bruce C. Bruckmann                                | Withhold  |
| H&E Equipment Services, Inc.    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Lawrence C. Karlson                               | Withhold  |
| H&E Equipment Services, Inc.    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Jacob Thomas                                      | Withhold  |
| H&E Equipment Services, Inc.    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Mary P. Thompson                                 | Withhold  |
| H&E Equipment Services, Inc.    | 16-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| CVS Health Corporation          | 16-May-24    | USA    | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 6. Adopt Director Election Resignation Bylaw                          | Against   |
| CVS Health Corporation          | 16-May-24    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against   |
| CVS Health Corporation          | 16-May-24    | USA    | G          | Director Related - Board Related                    | Company-Specific Board-Related                                 | 8. Adopt Policy to Require Director Allocation of Hours Disclosure    | Against   |
| Cboe Global Markets, Inc.       | 16-May-24    | USA    | G          | Takeover Related - Takeover - Enhancing             | Provide Right to Call Special Meeting                          | 4. Provide Right to Call Special Meeting                              | Against   |
| Martin Marietta Materials, Inc. | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Dorothy M. Ables                                  | Against   |
| Martin Marietta Materials, Inc. | 16-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Alan Campbell                                      | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Susan K. Carter                                    | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Thomas L. Deitrich                                 | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Paul A. Mascarenas                                 | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Karen A. Dawes                                     | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Nicolas M. Barthelemy                              | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Konstantin Konstantinov                            | Against   |



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

| Company Name               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------|--------------|--------|------------|---|--|---|-----------|
| Repligen Corporation       | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Martin D. Madaus                                   | Against   |
| Repligen Corporation       | 16-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Ernst & Young LLP as Auditors                               | Against   |
| SPS Commerce, Inc.         | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director James Ramsey                                       | Against   |
| SPS Commerce, Inc.         | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Marty Reaume                                       | Against   |
| SPS Commerce, Inc.         | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Anne Sempowski Ward                                | Against   |
| SPS Commerce, Inc.         | 16-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify KPMG LLP as Auditors  | Against   |
| Dropbox, Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Lisa Campbell                                     | Withhold  |
| Dropbox, Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Andrew W. Houston                                 | Withhold  |
| Dropbox, Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Paul E. Jacobs                                    | Withhold  |
| Herc Holdings Inc.         | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Patrick D. Campbell                                | Against   |
| Herc Holdings Inc.         | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Jean K. Holley                                     | Against   |
| Herc Holdings Inc.         | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Michael A. Kelly                                   | Against   |
| O'Reilly Automotive, Inc.  | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Thomas T. Hendrickson                              | Against   |
| O'Reilly Automotive, Inc.  | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Dana M. Perlman                                    | Against   |
| O'Reilly Automotive, Inc.  | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Maria A. Sastre                                    | Against   |
| O'Reilly Automotive, Inc.  | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Fred Whitfield                                     | Against   |
| O'Reilly Automotive, Inc.  | 16-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| Otis Worldwide Corporation | 16-May-24    | USA    | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 4. Adopt Policy on Improved Majority Voting for Election of Directors | Against   |
| The Home Depot, Inc.       | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Gerard J. Arpey                                    | Against   |

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

| Company Name         | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------|--------------|----------------|------------|---|--|---|-----------|
| The Home Depot, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Jeffery H. Boyd  | Against   |
| The Home Depot, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Paula Santilli   | Against   |
| The Home Depot, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Caryn Seidman-Becker   | Against   |
| The Home Depot, Inc. | 16-May-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 4. Adopt Policy to Require Board of Directors Members to Disclose their Political Donations | Against   |
| The Home Depot, Inc. | 16-May-24    | USA            | S          | Social - Charitable Spending                        | Charitable Contributions                                       | 6. Report on Corporate Contributions  | Against   |
| The Home Depot, Inc. | 16-May-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 7. Report on Civil Rights and Non-Discrimination Audit                                      | Against   |
| Yum! Brands, Inc.    | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Brian C. Cornell   | Against   |
| Yum! Brands, Inc.    | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Mirian M. Graddick-Weir  | Against   |
| Yum! Brands, Inc.    | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Thomas C. Nelson   | Against   |
| Yum! Brands, Inc.    | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director P. Justin Skala  | Against   |
| Yum! Brands, Inc.    | 16-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Yum! Brands, Inc.    | 16-May-24    | USA            | E, S, G    | Miscellaneous - Miscellaneous                       | Company-Specific--Governance-Related                           | 5. Strategic Review Regarding Capital Transactions Involving the Brands                     | Against   |
| Next Plc             | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Jonathan Bewes as Director  | Against   |
| Next Plc             | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Soumen Das as Director  | Against   |
| Next Plc             | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Tom Hall as Director  | Against   |
| Next Plc             | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Dame Tristia Harrison Director  | Against   |
| Next Plc             | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Michael Roney as Director  | Against   |
| The UNITE Group Plc  | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Richard Huntingford as Director   | Against   |

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

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                                | Vote Cast |
|----------------------------------|--------------|----------------|------------|---------------------------------------|----------------------|--|-----------|
| The UNITE Group Plc              | 16-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 8. Re-elect Ross Paterson as Director        | Against   |
| The UNITE Group Plc              | 16-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 9. Re-elect Ilaria del Beato as Director     | Against   |
| The UNITE Group Plc              | 16-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 10. Re-elect Dame Shirley Pearce as Director | Against   |
| The UNITE Group Plc              | 16-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 11. Re-elect Thomas Jackson as Director      | Against   |
| The UNITE Group Plc              | 16-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 12. Re-elect Sir Steve Smith as Director     | Against   |
| The UNITE Group Plc              | 16-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 13. Re-elect Nicola Dulieu as Director       | Against   |
| AvalonBay Communities, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Glyn F. Aepfel            | Against   |
| AvalonBay Communities, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1b. Elect Director Terry S. Brown            | Against   |
| AvalonBay Communities, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Christopher B. Howard     | Against   |
| AvalonBay Communities, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1k. Elect Director Susan Swanezy             | Against   |
| Illumina, Inc.                   | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1A. Elect Director Frances Arnold            | Against   |
| Illumina, Inc.                   | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1C. Elect Director Robert S. Epstein         | Against   |
| Illumina, Inc.                   | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1D. Elect Director Scott Gottlieb            | Against   |
| Illumina, Inc.                   | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1H. Elect Director Philip W. Schiller        | Against   |
| Marsh & McLennan Companies, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director H. Edward Hanway          | Against   |
| Marsh & McLennan Companies, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director Deborah C. Hopkins        | Against   |
| Marsh & McLennan Companies, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Steven A. Mills           | Against   |
| Marsh & McLennan Companies, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1j. Elect Director Morton O. Schapiro        | Against   |
| Alnylam Pharmaceuticals, Inc.    | 16-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Dennis A. Ausiello        | Against   |

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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|---|-----------|
| Alnylam Pharmaceuticals, Inc.  | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director David E.I. Pyott                               | Against   |
| Lennox International Inc.      | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Sherry L. Buck                                | Against   |
| Lennox International Inc.      | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Gregory T. Swienton                           | Against   |
| Lennox International Inc.      | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Todd J. Teske                                 | Against   |
| Quest Diagnostics Incorporated | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Vicky B. Gregg                                | Against   |
| Quest Diagnostics Incorporated | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Timothy L. Main                               | Against   |
| Quest Diagnostics Incorporated | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Denise M. Morrison                            | Against   |
| Quest Diagnostics Incorporated | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Gary M. Pfeiffer                              | Against   |
| Quest Diagnostics Incorporated | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Timothy M. Ring                               | Against   |
| Quest Diagnostics Incorporated | 16-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Amphenol Corporation           | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David P. Falck                                | Against   |
| Amphenol Corporation           | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Rita S. Lane                                  | Against   |
| Amphenol Corporation           | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Anne Clarke Wolff                             | Against   |
| Hasbro, Inc.                   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Lisa Gersh                                    | Against   |
| Hasbro, Inc.                   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Laurel J. Richie                              | Against   |
| Hasbro, Inc.                   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Richard S. Stoddart                          | Against   |
| Hasbro, Inc.                   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Mary Beth West                               | Against   |
| ATI, Inc.                      | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David P. Hess                                 | Withhold  |
| Cleveland-Cliffs Inc.          | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Susan M. Green                                | Withhold  |

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

| Company Name                                       | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| Cleveland-Cliffs Inc.                              | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Ralph S. Michael, III                               | Withhold  |
| Cleveland-Cliffs Inc.                              | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.7. Elect Director Janet L. Miller                                     | Withhold  |
| Cleveland-Cliffs Inc.                              | 16-May-24    | USA         | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation    | Against   |
| Westinghouse Air Brake<br>Technologies Corporation | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Linda A. Harty                                       | Against   |
| Altair Engineering Inc.                            | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Mary Boyce   | Withhold  |
| Altair Engineering Inc.                            | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Jim F. Anderson                                      | Withhold  |
| Altair Engineering Inc.                            | 16-May-24    | USA         | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation    | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 4. Approve Remuneration Report  | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 8. Reelect Vincent Vallejo as Executive<br>Director                     | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.a. Reelect Bill Ackman as<br>Non-Executive Director                   | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.b. Reelect Cathia Lawson-Hall as<br>Non-Executive Director            | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.c. Reelect Cyrille Bollore as<br>Non-Executive Director               | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.d. Reelect James Mitchell as<br>Non-Executive Director                | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.e. Reelect Manning Doherty as<br>Non-Executive Director               | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.f. Reelect Margaret Frerejean-Taittinger<br>as Non-Executive Director | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.g. Reelect Nicole Avant as<br>Non-Executive Director                  | Against   |
| Chubb Limited                                      | 16-May-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.2. Elect Director Michael P. Connors                                  | Against   |
| Chubb Limited                                      | 16-May-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 5.11. Elect Director David H. Sidwell                                   | Against   |

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

| Company Name                           | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|-------------|------------|---|--|--|-----------|
| Chubb Limited                          | 16-May-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director   | 5.13. Elect Director Frances F. Townsend   | Against   |
| Chubb Limited                          | 16-May-24    | Switzerland | G          | Director Related - Board Related                                | Elect Board Chairman/Vice-Chairman                             | 6. Elect Evan G. Greenberg as Board Chairman   | Against   |
| Chubb Limited                          | 16-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                         | 7.1. Elect Michael P. Connors as Member of the Compensation Committee  | Against   |
| Chubb Limited                          | 16-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                         | 7.2. Elect David H. Sidwell as Member of the Compensation Committee  | Against   |
| Chubb Limited                          | 16-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                         | 7.3. Elect Frances F. Townsend as Member of the Compensation Committee                                       | Against   |
| Chubb Limited                          | 16-May-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business   | A. Transact Other Business   | Against   |
| Adevinta ASA                           | 16-May-24    | Norway      | G          | Director Election - Director Election - Bundled                 | Elect Directors (Bundled)                                      | 5. Elect Dipan Patel (Chair), Maria Roentsch and Roman Jay as Directors                                      | Against   |
| Adevinta ASA                           | 16-May-24    | Norway      | G          | Compensation - Directors' Compensation                          | Approve Remuneration of Directors and/or Committee Members     | 6. Approve Remuneration of Directors   | Against   |
| Sangfor Technologies, Inc.             | 16-May-24    | China       | G          | Routine Business - Routine Business                             | Accept Financial Statements and Statutory Reports              | 4. Approve Financial Statements and Financial Budget Report  | Against   |
| Sangfor Technologies, Inc.             | 16-May-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                               | 6. Approve Use of Idle Own Funds for Cash Management   | Against   |
| Sichuan Chuantou Energy Co., Ltd.      | 17-May-24    | China       | G          | Routine Business - Routine Business                             | Approve Provisionary Budget and Strategy for Fiscal Year 20XX  | 4. Approve Production and Operation Plan as well as Financial Budget Report                                  | Against   |
| Sichuan Chuantou Energy Co., Ltd.      | 17-May-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement   | 7. Approve Report on the Financing Work of the Company's Headquarters  | Against   |
| Sichuan Chuantou Energy Co., Ltd.      | 17-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 10. Approve Abolishment of Independent Director System and Establish New Independent Director Working System | Against   |
| Sichuan Chuantou Energy Co., Ltd.      | 17-May-24    | China       | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related          | 11. Amend Related-Party Transaction Management System  | Against   |
| Power Integrations, Inc.               | 17-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Shenzhen Inovance Technology Co., Ltd. | 17-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 18.2. Amend Rules and Procedures Regarding Meetings of Board of Directors                                    | Against   |

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

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description                                       | Proposal Text  | Vote Cast |
|---|--------------|--------|------------|---|--|--|-----------|
| Shenzhen Inovance Technology Co., Ltd.              | 17-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors            | 18.3. Amend Working System for Independent Directors                               | Against   |
| Shenzhen Inovance Technology Co., Ltd.              | 17-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related      | 18.4. Amend Accounting Firm Selection System                                       | Against   |
| Anhui Yingjia Distillery Co., Ltd.                  | 17-May-24    | China  | G          | Routine Business - Routine Business                             | Accept Financial Statements and Statutory Reports          | 4. Approve Financial Statements and Financial Budget Report                        | Against   |
| Eastroc Beverage (Group) Co., Ltd.                  | 17-May-24    | China  | G          | Compensation - Directors' Compensation                          | Approve Remuneration of Directors and/or Committee Members | 6. Approve Remuneration Plan of Directors and Supervisors                          | Against   |
| Eastroc Beverage (Group) Co., Ltd.                  | 17-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                           | 12. Approve Use of Idle Own Funds for Cash Management                              | Against   |
| FormFactor, Inc.                                    | 17-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Kelley Steven-Waiss   | Against   |
| FormFactor, Inc.                                    | 17-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Brian White   | Against   |
| TCL Zhonghuan Renewable Energy Technology Co., Ltd. | 17-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine               | 10. Amend the Articles of Association and Part of the Company's Governance Systems | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director William P. Ainsworth  | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director John J. Diez  | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Leldon E. Echols  | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Veena M. Lakkundi   | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Dunia A. Shive  | Against   |
| Jiangsu King's Luck Brewery Joint-stock Co., Ltd.   | 20-May-24    | China  | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee    | 6. Approve Amend Articles of Association and Part of its Annexes                   | Against   |
| GLP J-REIT  | 20-May-24    | Japan  | G          | Director Election - Director Election                           | Elect Director   | 4.1. Elect Director Inoue, Toraki  | Against   |
| Tongwei Co., Ltd.                                   | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                 | 9. Approve Provision of Guarantees   | Against   |

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

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|---|---|-----------|
| Tongwei Co., Ltd.               | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement  | 11. Approve Application of Credit Lines                             | Against   |
| Tongwei Co., Ltd.               | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement  | 12. Approve Bill Pool Business                                      | Against   |
| Tongwei Co., Ltd.               | 20-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                  | 13. Approve Amendments to Articles of Association and Its Annexes   | Against   |
| Piotech, Inc.                   | 20-May-24    | China  | G          | Routine Business - Routine Business                             | Approve Provisionary Budget and Strategy for Fiscal Year 20XX | 5. Approve Financial Budget Report                                  | Against   |
| Piotech, Inc.                   | 20-May-24    | China  | G          | Compensation - Directors' Compensation                          | Approve Remuneration of Directors and/or Committee Members    | 9. Approve Remuneration of Directors and Supervisors                | Against   |
| Yifeng Pharmacy Chain Co., Ltd. | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                    | 8. Approve Provision of Guarantee                                   | Against   |
| Yifeng Pharmacy Chain Co., Ltd. | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                              | 9. Approve Use of Idle Own Funds for Entrusted Financial Management | Against   |
| NARI Technology Co., Ltd.       | 20-May-24    | China  | G          | Non-Routine Business - Related-Party Transactions               | Approve Transaction with a Related Party                      | 8. Approve Financial Business Services Agreement                    | Against   |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.2. Elect Director Wendy Carruthers                                | Withhold  |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director Kieran T. Gallahue                              | Withhold  |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.4. Elect Director Scott Huennekens                                | Withhold  |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.7. Elect Director Daniel A. Raskas                                | Withhold  |
| BioMarin Pharmaceutical Inc.    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Elizabeth McKee Anderson                        | Withhold  |
| BioMarin Pharmaceutical Inc.    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.4. Elect Director Willard Dere                                    | Withhold  |
| BioMarin Pharmaceutical Inc.    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.7. Elect Director Elaine J. Heron                                 | Withhold  |



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

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|--|-----------|
| BioMarin Pharmaceutical Inc. | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director David E.I. Pyott  | Withhold  |
| Omniceil, Inc.               | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Randall A. Lipps   | Withhold  |
| Omniceil, Inc.               | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Mark W. Parrish  | Withhold  |
| Vishay Intertechnology, Inc. | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Marc Zandman   | Withhold  |
| Vishay Intertechnology, Inc. | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Ruta Zandman   | Withhold  |
| Vishay Intertechnology, Inc. | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Ziv Shoshani   | Withhold  |
| Henry Schein, Inc.           | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Deborah Derby   | Against   |
| Henry Schein, Inc.           | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Philip A. Laskawy   | Against   |
| Henry Schein, Inc.           | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Bradley T. Sheares  | Against   |
| JPMorgan Chase & Co.         | 21-May-24    | USA    | E          | Environmental - Climate                             | Restrict Spending on Climate Change-Related Analysis or Actions                  | 6. Report on Impacts of JPMC's Climate Transition Policies                           | Against   |
| JPMorgan Chase & Co.         | 21-May-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                          | 11. Report on Civil Rights and Non-Discrimination Audit                              | Against   |
| Nongfu Spring Co., Ltd.      | 21-May-24    | China  | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                                    | 3. Amend Rules of Procedures of the Shareholders' General Meeting                    | Against   |
| Nongfu Spring Co., Ltd.      | 21-May-24    | China  | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Nongfu Spring Co., Ltd.      | 21-May-24    | China  | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 14. Amend Articles of Association  | Against   |
| Ceva, Inc.                   | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Bernadette Andrietti   | Withhold  |
| Ceva, Inc.                   | 21-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Sven-Christer Nilsson  | Withhold  |
| Ceva, Inc.                   | 21-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |

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

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Coca-Cola HBC AG                  | 21-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee     | Against   |
| Coca-Cola HBC AG                  | 21-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.1.5. Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee | Against   |
| Coca-Cola HBC AG                  | 21-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.1.7. Re-elect Reto Francioni as Director and as Member of the Remuneration Committee      | Against   |
| Nongfu Spring Co., Ltd.           | 21-May-24    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 1. Amend Articles of Association  | Against   |
| Treace Medical Concepts, Inc.     | 21-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director John K. Bakewell  | Withhold  |
| Treace Medical Concepts, Inc.     | 21-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                                    | 8.1. Amend Rules and Procedures Regarding General Meetings of Shareholders                  | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                                  | 8.2. Amend Rules and Procedures Regarding Meetings of Board of Directors                    | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                                  | 8.3. Amend Working System for Independent Directors   | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.4. Amend External Guarantee Management System   | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.5. Amend Related Party Transaction Decision-making System                                 | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.6. Amend Entrusted Financial Management System  | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.7. Amend Information Disclosure Management System   | Against   |
| Pop Mart International Group Ltd. | 21-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights        | Against   |
| Pop Mart International Group Ltd. | 21-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 5C. Authorize Reissuance of Repurchased Shares  | Against   |

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

| Company Name              | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------|--------------|--------|------------|---|--|--|-----------|
| Gotion High-tech Co., Ltd | 21-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                               | 10. Approve Use of Idle Own Funds for Entrusted Financial Management   | Against   |
| Gotion High-tech Co., Ltd | 21-May-24    | China  | S, G       | Compensation - Compensation                                     | Company-Specific-Compensation-Related                          | 15. Approve Draft and Summary of Employee Share Purchase Plan          | Against   |
| Gotion High-tech Co., Ltd | 21-May-24    | China  | S, G       | Compensation - Compensation                                     | Company-Specific-Compensation-Related                          | 16. Approve Methods to Assess the Performance of Plan Participants     | Against   |
| Gotion High-tech Co., Ltd | 21-May-24    | China  | S, G       | Compensation - Compensation                                     | Company-Specific-Compensation-Related                          | 17. Approve Authorization of the Board to Handle All Related Matters   | Against   |
| Burlington Stores, Inc.   | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director William McNamara                                    | Against   |
| Burlington Stores, Inc.   | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Jessica Rodriguez                                   | Against   |
| Burlington Stores, Inc.   | 22-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Onto Innovation Inc.      | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Leo Berlinghieri                                    | Against   |
| Onto Innovation Inc.      | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director David B. Miller                                     | Against   |
| Onto Innovation Inc.      | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Christopher A. Seams                                | Against   |
| Onto Innovation Inc.      | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director May Su  | Against   |
| PayPal Holdings, Inc.     | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Rodney C. Adkins                                    | Against   |
| PayPal Holdings, Inc.     | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Jonathan Christodoro                                | Against   |
| PayPal Holdings, Inc.     | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director David W. Dorman                                     | Against   |
| PayPal Holdings, Inc.     | 22-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Gail J. McGovern                                    | Against   |
| PayPal Holdings, Inc.     | 22-May-24    | USA    | G          | Compensation - Equity Compensation Plan                         | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan  | Against   |
| PayPal Holdings, Inc.     | 22-May-24    | USA    | E, S       | E&S Blended - Counter   | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Civil Rights and Non-Discrimination Audit                 | Against   |
| PayPal Holdings, Inc.     | 22-May-24    | USA    | S, G       | Compensation - Compensation                                     | Company-Specific-Compensation-Related                          | 6. Amend Bylaw Regarding Stockholder Approval of Director Compensation | Against   |

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

| Company Name                                | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|---------|------------|---|--|---|-----------|
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Fumbi Chima  | Against   |
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Jacqueline Hunt                                    | Against   |
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Paul Reilly  | Against   |
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Fredric Tomczyk                                    | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Vanessa Broadhurst                                 | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Louise M. Parent                                   | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Willie M. Reed                                     | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 5. Adopt Policy on Improved Majority Voting for Election of Directors | Against   |
| Sirius XM Holdings Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director David A. Blau                                     | Withhold  |
| Sirius XM Holdings Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Robin P. Hickenlooper                             | Withhold  |
| Sirius XM Holdings Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Gregory B. Maffei                                 | Withhold  |
| Sirius XM Holdings Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director James E. Meyer                                    | Withhold  |
| Sirius XM Holdings Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Jonelle Procope                                   | Withhold  |
| Sirius XM Holdings Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.13. Elect Director David M. Zaslav                                  | Withhold  |
| Amazon.com, Inc.                            | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jeffrey P. Bezos                                   | Against   |
| Amazon.com, Inc.                            | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Jamie S. Gorelick                                  | Against   |
| Amazon.com, Inc.                            | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Jonathan J. Rubinstein                             | Against   |
| Amazon.com, Inc.                            | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Patricia Q. Stonesifer                             | Against   |

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

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|--|-----------|
| Amazon.com, Inc.             | 22-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                              | Against   |
| Amazon.com, Inc.             | 22-May-24    | USA    | E, S       | E&S Blended - Board Related                         | Establish Environmental/Social Issue Board Committee           | 5. Establish a Board Committee on Corporate Financial Sustainability                           | Against   |
| Amazon.com, Inc.             | 22-May-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 9. Report on Viewpoint Discrimination  | Against   |
| Amazon.com, Inc.             | 22-May-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 15. Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations | Against   |
| Crown Castle Inc.            | 22-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Dissident)                                     | 1m. Elect Dissident Nominee Director Charles Campbell Green, III                               | Withhold  |
| Crown Castle Inc.            | 22-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Dissident)                                     | 1n. Elect Dissident Nominee Director Theodore B. Miller, Jr.                                   | Withhold  |
| Crown Castle Inc.            | 22-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Dissident)                                     | 1o. Elect Dissident Nominee Director Tripp H. Rice   | Withhold  |
| Crown Castle Inc.            | 22-May-24    | USA    | G          | Director Election - Proxy Contest                   | Elect Director (Dissident)                                     | 1p. Elect Dissident Nominee Director David P. Wheeler  | Withhold  |
| Crown Castle Inc.            | 22-May-24    | USA    | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 4. Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023    | Against   |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Pamela G. Bailey   | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Jean Hobby   | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Alvin (Tyrone) Jeffers   | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Filippo Passerini  | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director William B. Summers, Jr.   | Withhold  |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Lloyd Dean  | Against   |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Paul Walsh  | Against   |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Amy Weaver  | Against   |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Miles White   | Against   |

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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|---|-----------|
| McDonald's Corporation        | 22-May-24    | USA            | S          | Social - Human Rights                               | Operations in High Risk Countries  | 9. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions | Against   |
| McDonald's Corporation        | 22-May-24    | USA            | S          | Social - Charitable Spending                        | Charitable Contributions   | 10. Report on Corporate Contributions   | Against   |
| Mondelez International, Inc.  | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Charles E. Bunch  | Against   |
| Mondelez International, Inc.  | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Ertharin Cousin   | Against   |
| Mondelez International, Inc.  | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Anindita Mukherjee  | Against   |
| Mondelez International, Inc.  | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Patrick T. Siewert  | Against   |
| Mondelez International, Inc.  | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Michael A. Todman  | Against   |
| Mondelez International, Inc.  | 22-May-24    | USA            | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social  | 5. Establish Subcommittee Study on Company Affiliations                                 | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Nelson J. Chai   | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director C. Martin Harris   | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director R. Alexandra Keith   | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify PricewaterhouseCoopers LLP as Auditors  | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement  | 4. Adopt Simple Majority Vote Requirement   | Against   |
| Align Technology, Inc.        | 22-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                       | Against   |
| China Feihe Limited           | 22-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | Against   |
| China Feihe Limited           | 22-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares   | Against   |
| Credit Agricole SA            | 22-May-24    | France         | G          | Director Election - Director Election               | Elect Director   | 8. Reelect SAS Rue la Boetie as Director  | Against   |
| Credit Agricole SA            | 22-May-24    | France         | G          | Director Election - Director Election               | Elect Director   | 9. Reelect Olivier Auffray as Director  | Against   |

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

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text   | Vote Cast |
|-----------------------------|--------------|----------------|------------|---------------------------------------|----------------------|---|-----------|
| Credit Agricole SA          | 22-May-24    | France         | G          | Director Election - Director Election | Elect Director       | 10. Relect Nicole Gourmelon as Director   | Against   |
| Credit Agricole SA          | 22-May-24    | France         | G          | Director Election - Director Election | Elect Director       | 12. Reelect Louis Tercinier as Director   | Against   |
| Credit Agricole SA          | 22-May-24    | France         | G          | Director Election - Director Election | Elect Director       | 13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien | Against   |
| M&G Plc                     | 22-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 4. Re-elect Clive Adamson as Director   | Against   |
| M&G Plc                     | 22-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 5. Re-elect Edward Braham as Director   | Against   |
| M&G Plc                     | 22-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 6. Re-elect Clare Chapman as Director   | Against   |
| M&G Plc                     | 22-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 10. Re-elect Clare Thompson as Director   | Against   |
| MicroStrategy Incorporated  | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.1. Elect Director Michael J. Saylor   | Withhold  |
| MicroStrategy Incorporated  | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.2. Elect Director Phong Q. Le   | Withhold  |
| MicroStrategy Incorporated  | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.3. Elect Director Stephen X. Graham   | Withhold  |
| MicroStrategy Incorporated  | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.4. Elect Director Jarrod M. Patten  | Withhold  |
| MicroStrategy Incorporated  | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.5. Elect Director Leslie J. Rechan  | Withhold  |
| MicroStrategy Incorporated  | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.6. Elect Director Carl J. Rickertsen  | Withhold  |
| Sprout Social, Inc.         | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1b. Elect Director Thomas Stanley   | Withhold  |
| Wabash National Corporation | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Therese M. Bassett   | Against   |
| Wabash National Corporation | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1c. Elect Director Trent J. Broberg   | Against   |
| Wabash National Corporation | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director Larry J. Magee   | Against   |
| Wabash National Corporation | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Ann D. Murtlow   | Against   |
| CBRE Group, Inc.            | 22-May-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Brandon B. Boze  | Against   |

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

| Company Name                       | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description                                      | Proposal Text                                     | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|---|---|-----------|
| CBRE Group, Inc.                   | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1c. Elect Director Reginald H. Gilyard            | Against   |
| CBRE Group, Inc.                   | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1f. Elect Director Christopher T. Jenny           | Against   |
| CBRE Group, Inc.                   | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1i. Elect Director Oscar Munoz                    | Against   |
| MTR Corporation Limited            | 22-May-24    | Hong Kong      | G          | Director Election - Director Election                           | Elect Director  | 3a. Elect Christopher Hui Ching-yu as Director    | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 4. Re-elect Manolo Arroyo as Director             | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 6. Re-elect Jose Ignacio Comenge as Director      | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 10. Re-elect Mary Harris as Director              | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 11. Re-elect Thomas Johnson as Director           | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 15. Re-elect Mark Price as Director               | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Waive Requirement for Mandatory Offer to All Shareholders | 23. Approve Waiver of Rule 9 of the Takeover Code | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1a. Elect Director James F. Albaugh               | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1b. Elect Director Amy E. Alving                  | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1c. Elect Director Sharon R. Barner               | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1g. Elect Director Jody G. Miller                 | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Compensation - Severance Agreement                              | Submit Severance Agreement to Shareholder Vote            | 5. Submit Severance Agreement to Shareholder Vote | Against   |
| Tenable Holdings, Inc.             | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Arthur W. Coviello, Jr.       | Withhold  |
| CONMED Corporation                 | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director David Bronson                 | Withhold  |
| CONMED Corporation                 | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director LaVerne Council               | Withhold  |
| CONMED Corporation                 | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.5. Elect Director Martha Goldberg Aronson       | Withhold  |



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

| Company Name                 | Meeting Date | Market   | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|----------|------------|---|--|--|-----------|
| Ross Stores, Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director K. Gunnar Bjorklund   | Against   |
| Ross Stores, Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Michael J. Bush   | Against   |
| Ross Stores, Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Patricia H. Mueller   | Against   |
| Ross Stores, Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Doniel N. Sutton  | Against   |
| DexCom, Inc.                 | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Steven R. Altman   | Against   |
| DexCom, Inc.                 | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Nicholas Augustinos  | Against   |
| DexCom, Inc.                 | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Richard A. Collins   | Against   |
| DexCom, Inc.                 | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Kyle Malady  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Lawrence A. Cunningham  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Greta J. Harris   | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Morgan E. Housel  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Michael O'Reilly  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director A. Lynne Puckett  | Against   |
| Banco Comercial Portugues SA | 22-May-24    | Portugal | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 5. Amend Remuneration Policy   | Against   |
| Banco Comercial Portugues SA | 22-May-24    | Portugal | G          | Audit Related - Auditor Related                     | Appoint Auditors and Deputy Auditors                           | 8B. Appoint Ernst & Young Audit & Associados, SROC, S.A. as Auditor and Antonio Filipe Dias da Fonseca Bras as Alternate Auditor                   | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 6. Approve Remuneration Policy of Corporate Officers   | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023 | Against   |

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

| Company Name                   | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Dassault Systemes SE           | 22-May-24    | France      | G          | Compensation - Directors' Compensation                          | Remuneration-Related   | 10. Approve Compensation Report of Corporate Officers   | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Director Election - Director Election                           | Elect Director   | 11. Elect Groupe Industriel Marcel Dassault SAS as Director   | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Merger by Absorption                                       | 17. Delegate Powers to the Board to Approve Merger by Absorption by the Company                                       | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Mergers & Acquisitions                 | Approve Acquisition OR Issue Shares in Connection with Acquisition | 18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17 | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Spin-Off Agreement   | 19. Delegate Powers to the Board to Approve Spin-Off Agreement  | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Mergers & Acquisitions                 | Approve Acquisition OR Issue Shares in Connection with Acquisition | 20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19 | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Acquire Certain Assets of Another Company                          | 21. Delegate Powers to the Board to Acquire Certain Assets of Another Company   | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Mergers & Acquisitions                 | Approve Acquisition OR Issue Shares in Connection with Acquisition | 22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21 | Against   |
| Tandem Diabetes Care, Inc.     | 22-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Dick Allen   | Against   |
| Tandem Diabetes Care, Inc.     | 22-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Kathleen McGroddy-Goetz  | Against   |
| Tandem Diabetes Care, Inc.     | 22-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Rajwant Sodhi  | Against   |
| Partners Group Holding AG      | 22-May-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business   | 8. Transact Other Business (Voting)   | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Michael S. Burke   | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Patrick J. Moore   | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1i. Elect Director Debra A. Sandler   | Against   |

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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|---|-----------|
| Archer-Daniels-Midland Company | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Kelvin R. Westbrook                            | Against   |
| Pinterest, Inc.                | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Fredric G. Reynolds                            | Against   |
| Pinterest, Inc.                | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Andrea Wishom                                  | Against   |
| Pinterest, Inc.                | 23-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director James R. Tobin                                 | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Edward M. Basile                               | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Stephanie Lovell                               | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director David Weill                                    | Against   |
| MaxLinear, Inc.                | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Gregory P. Dougherty                          | Against   |
| Proto Labs, Inc.               | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Archie C. Black                                | Against   |
| Proto Labs, Inc.               | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sujeet Chand                                   | Against   |
| Proto Labs, Inc.               | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Sven A. Wehrwein                               | Against   |
| Kenvue Inc.                    | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Tamara S. Franklin                             | Against   |
| Kenvue Inc.                    | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Seemantini Godbole                             | Against   |
| Kenvue Inc.                    | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Melanie L. Healey                              | Against   |
| Kenvue Inc.                    | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Larry J. Merlo                                 | Against   |
| Manhattan Associates, Inc.     | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Deepak Raghavan                                | Against   |
| Manhattan Associates, Inc.     | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Linda T. Hollembaek                            | Against   |
| Morgan Stanley                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas H. Glocer                               | Against   |

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

| Company Name       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------|--------------|--------|------------|---|--|---|-----------|
| Morgan Stanley     | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Robert H. Herz   | Against   |
| Morgan Stanley     | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Erika H. James   | Against   |
| Morgan Stanley     | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Mary L. Schapiro   | Against   |
| Morgan Stanley     | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1o. Elect Director Rayford Wilkins, Jr.   | Against   |
| Morgan Stanley     | 23-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Morgan Stanley     | 23-May-24    | USA    | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social               | 5. Report on Overseeing Risks Related to Discrimination Including Religious/Political Views | Against   |
| Waters Corporation | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Flemming Ornskov  | Against   |
| Waters Corporation | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Pearl S. Huang  | Against   |
| Waters Corporation | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Mark Vergnano   | Against   |
| bioMerieux SA      | 23-May-24    | France | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)             | 3. Approve Discharge of Directors   | Against   |
| bioMerieux SA      | 23-May-24    | France | G          | Director Election - Director Election               | Elect Director   | 5. Reelect Harold Boel as Director  | Against   |
| bioMerieux SA      | 23-May-24    | France | G          | Director Related - Statutory Auditor                | Appoint Censor(s)  | 8. Appoint Benoit Ribadeau-Dumas as Censor  | Against   |
| bioMerieux SA      | 23-May-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 12. Approve Remuneration Policy of Corporate Officers                                       | Against   |
| bioMerieux SA      | 23-May-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 13. Approve Remuneration Policy of Chairman of the Board                                    | Against   |
| bioMerieux SA      | 23-May-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 14. Approve Remuneration Policy of CEO  | Against   |
| bioMerieux SA      | 23-May-24    | France | G          | Compensation - Directors' Compensation              | Remuneration-Related   | 16. Approve Compensation Report of Corporate Officers                                       | Against   |

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

| Company Name                            | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|---------|------------|---|--|--|-----------|
| bioMerieux SA                           | 23-May-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 17. Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023 | Against   |
| bioMerieux SA                           | 23-May-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 18. Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023                               | Against   |
| bioMerieux SA                           | 23-May-24    | France  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 22. Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans   | Against   |
| Budimex SA                              | 23-May-24    | Poland  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11.9. Approve Remuneration Report  | Against   |
| Budimex SA                              | 23-May-24    | Poland  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 11.11. Approve Remuneration Policy   | Against   |
| CCC Intelligent Solutions Holdings Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Githesh Ramamurthy   | Withhold  |
| CCC Intelligent Solutions Holdings Inc. | 23-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Crane NXT Co.                           | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Michael Dinkins   | Against   |
| Crane NXT Co.                           | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Cristen Kogl  | Against   |
| Crane NXT Co.                           | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Ellen McClain   | Against   |
| Crane NXT Co.                           | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director James L. L. Tullis  | Against   |
| Nemetschek SE                           | 23-May-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 6. Elect Iris Helke to the Supervisory Board   | Against   |
| Nemetschek SE                           | 23-May-24    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report   | Against   |
| SBA Communications Corporation          | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Mary S. Chan   | Against   |
| SBA Communications Corporation          | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Jay L. Johnson   | Against   |
| SBA Communications Corporation          | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director George R. Krouse, Jr.  | Against   |

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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|---|-----------|
| ServiceNow, Inc.               | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Deborah Black                                  | Against   |
| ServiceNow, Inc.               | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Lawrence J. Jackson, Jr.                       | Against   |
| ServiceNow, Inc.               | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Anita M. Sands                                 | Against   |
| ServiceNow, Inc.               | 23-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Terex Corporation              | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Donald DeFosset                                | Against   |
| Terex Corporation              | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Sandie O'Connor                                | Against   |
| Terex Corporation              | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Christopher Rossi                              | Against   |
| Terex Corporation              | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Andra Rush                                     | Against   |
| Terex Corporation              | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director David A. Sachs                                 | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Courtney D. Armstrong                         | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Yehuda Ari Buchalter                          | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Kathleen A. Cote                              | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Thomas F. Frist, III                          | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Jamie S. Gorelick                             | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Roger H. Moore                                | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Timothy Tomlinson                             | Against   |
| Nevro Corp.                    | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Karen Prange                                  | Withhold  |
| Nevro Corp.                    | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Elizabeth Weatherman                         | Withhold  |
| American Financial Group, Inc. | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Mary Beth Martin                              | Withhold  |

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

| Company Name                   | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|---------|------------|---|--|---|-----------|
| American Financial Group, Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Evans N. Nwankwo                              | Withhold  |
| American Financial Group, Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director William W. Verity                            | Withhold  |
| American Financial Group, Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director John I. Von Lehman                           | Withhold  |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3d. Re-elect Evelyn Bourke as Director                            | Against   |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3f. Re-elect Eileen Fitzpatrick as Director                       | Against   |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3g. Re-elect Richard Goulding as Director                         | Against   |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3i. Re-elect Patrick Kennedy as Director                          | Against   |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Barry J. Bentley                              | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Gregory S. Bentley                            | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Keith A. Bentley                              | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Raymond B. Bentley                            | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Kirk B. Griswold                              | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Janet B. Haugen                               | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Brian F. Hughes                               | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Dycom Industries Inc.          | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jennifer M. Fritzsche                          | Against   |
| Flowers Foods, Inc.            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Edward J. Casey, Jr.                           | Against   |
| Flowers Foods, Inc.            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Thomas C. Chubb, III                           | Against   |
| Flowers Foods, Inc.            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Margaret G. Lewis                              | Against   |

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

| Company Name                   | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|--------------------------------|--------------|----------------|------------|---|---|--|-----------|
| Flowers Foods, Inc.            | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director Melvin T. Stith   | Against   |
| The Charles Schwab Corporation | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Joan T. Dea  | Against   |
| The Charles Schwab Corporation | 23-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| The Charles Schwab Corporation | 23-May-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                           | 5. Report on Civil Rights and Non-Discrimination Audit                           | Against   |
| Aurora Innovation, Inc.        | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Reid Hoffman  | Withhold  |
| Aurora Innovation, Inc.        | 23-May-24    | USA            | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 2. Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Against   |
| Extra Space Storage Inc.       | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Joseph J. Bonner   | Against   |
| Extra Space Storage Inc.       | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director Diane Olmstead   | Against   |
| Extra Space Storage Inc.       | 23-May-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors  | Against   |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Anne M. Cooney   | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Bobby J. Griffin   | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Steven A. Raymund  | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director James L. Singleton   | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Easwaran Sundaram  | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Spectris Plc                   | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 5. Re-elect Ravi Gopinath as Director  | Against   |
| Spectris Plc                   | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 8. Re-elect Alison Henwood as Director   | Against   |
| Spectris Plc                   | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 10. Re-elect Cathy Turner as Director  | Against   |



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

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Spectris Plc                | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Kjersti Wiklund as Director  | Against   |
| Spectris Plc                | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Mark Williamson as Director  | Against   |
| Quanta Services, Inc.       | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director R. Scott Rowe   | Against   |
| Quanta Services, Inc.       | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Martha B. Wyrsh  | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Andrew Martin as Director   | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Graham Allan as Director  | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Gurnek Bains as Director   | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Tamara Ingram as Director  | Against   |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director German Larrea Mota-Velasco  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Oscar Gonzalez Rocha  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Leonardo Contreras Lerdo de Tejada  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Luis Miguel Palomino Bonilla  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Carlos Ruiz Sacristan   | Withhold  |
| Amundi SA                   | 24-May-24    | France         | E          | Environmental - Climate                             | Reporting on Climate Transition Plan                           | 24. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory) | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report  | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.1. Reelect Hans Kuenzle as Director   | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.6. Reelect Gabriela Payer as Director   | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.7. Reelect Andreas von Planta as Director   | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.8. Reelect Regula Wallimann as Director   | Against   |

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

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.1. Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee       | Against   |
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.2. Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee     | Against   |
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.3. Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee | Against   |
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.4. Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee   | Against   |
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Nicholas Castaldo  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Damon DeSantis   | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jim Lee  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Caroline Levy  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Cheryl Miller  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Joyce Russell  | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report   | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 3.b. Amend Remuneration Policy   | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                                    | 3.c. Approve Amended LTI Plan  | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)             | 4.b. Approve Discharge of Non-Executive Directors  | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Douglas M. Baker, Jr.   | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Pamela J. Craig   | Against   |

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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|--|-----------|
| Merck & Co., Inc.              | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Thomas H. Glocer  | Against   |
| Merck & Co., Inc.              | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1i. Elect Director Patricia F. Russo   | Against   |
| Merck & Co., Inc.              | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Inge G. Thulin  | Against   |
| Merck & Co., Inc.              | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1l. Elect Director Kathy J. Warden   | Against   |
| Merck & Co., Inc.              | 28-May-24    | USA    | S          | Social - Miscellaneous  | Miscellaneous Proposal - Social  | 5. Disclose a Government Censorship Transparency Report  | Against   |
| Merck & Co., Inc.              | 28-May-24    | USA    | E, S       | E&S Blended - Counter   | Miscellaneous -- Environmental & Social Counterproposal                          | 6. Report on Civil Rights and Non-Discrimination Audit   | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 8. Approve Issuing of Letter of Guarantee  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 12.1. Approve Amendments to Articles of Association  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                                    | 12.2. Amend Rules and Procedures Regarding General Meetings of Shareholders                                  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 12.3. Amend Rules and Procedures Regarding Meetings of Board of Directors                                    | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 12.4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors                                  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 12.5. Amend Working System for Independent Directors   | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related                            | 12.6. Amend Information Disclosure Management System   | Against   |
| Tianqi Lithium Corporation     | 28-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 12. Approve Providing Guarantee for Application to Financial Institutions for Credit Lines                   | Against   |
| Tianqi Lithium Corporation     | 28-May-24    | China  | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares | Against   |

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

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|--------|------------|---|--|---|-----------|
| Ipsen SA                         | 28-May-24    | France | G          | Director Election - Director Election               | Elect Director   | 6. Reelect BEECH TREE S.A. as Director  | Against   |
| Ipsen SA                         | 28-May-24    | France | G          | Director Election - Director Election               | Elect Director   | 7. Reelect Carol Xueref as Director   | Against   |
| Ipsen SA                         | 28-May-24    | France | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 16. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans | Against   |
| The Trade Desk, Inc.             | 28-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Gokul Rajaram   | Withhold  |
| Vontier Corporation              | 28-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Gloria R. Boyland  | Against   |
| Vontier Corporation              | 28-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Maryrose Sylvester   | Against   |
| Vontier Corporation              | 28-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Christopher J. Klein   | Against   |
| Docusign, Inc.                   | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Peter Solvik   | Against   |
| Docusign, Inc.                   | 29-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                  | Against   |
| Docusign, Inc.                   | 29-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| SEI Investments Company          | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Carl A. Guarino  | Against   |
| SEI Investments Company          | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Carmen V. Romeo  | Against   |
| SEI Investments Company          | 29-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| SS&C Technologies Holdings, Inc. | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jonathan E. Michael  | Against   |
| Shockwave Medical, Inc.          | 29-May-24    | USA    | G          | Compensation - Severance Agreement                  | Advisory Vote on Golden Parachutes                             | 2. Advisory Vote on Golden Parachutes   | Against   |
| iRhythm Technologies, Inc.       | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Bruce G. Bodaken  | Withhold  |
| iRhythm Technologies, Inc.       | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Mark J. Rubash  | Withhold  |
| iRhythm Technologies, Inc.       | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Abhijit Y. Talwalkar  | Withhold  |

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

| Company Name                      | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|-----------------------------------|--------------|---------|------------|---|---|---|-----------|
| iRhythm Technologies, Inc.        | 29-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation         | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China   | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                                   | 8. Amend Independent Director System                                      | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China   | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                                   | 10. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China   | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                                     | 11. Amend Rules and Procedures Regarding General Meetings of Shareholders | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China   | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                                   | 12. Amend Rules and Procedures Regarding Meetings of Board of Supervisors | Against   |
| AEON Co., Ltd.                    | 29-May-24    | Japan   | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Okada, Motoya   | Against   |
| AEON Co., Ltd.                    | 29-May-24    | Japan   | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Yoshida, Akio   | Against   |
| AEON Co., Ltd.                    | 29-May-24    | Japan   | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Tsukamoto, Takashi                                    | Against   |
| AEON Co., Ltd.                    | 29-May-24    | Japan   | G          | Takeover Related - Takeover - Restricting           | Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)                       | 2. Approve Takeover Defense Plan (Poison Pill)                            | Against   |
| KION GROUP AG                     | 29-May-24    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 6. Approve Remuneration Report  | Against   |
| Meta Platforms, Inc.              | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Peggy Alford  | Withhold  |
| Meta Platforms, Inc.              | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Marc L. Andreessen                                    | Withhold  |
| Meta Platforms, Inc.              | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Andrew W. Houston                                     | Withhold  |
| Meta Platforms, Inc.              | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Tony Xu   | Withhold  |
| Meta Platforms, Inc.              | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.10. Elect Director Mark Zuckerberg                                      | Withhold  |
| Meta Platforms, Inc.              | 29-May-24    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors                                   | Against   |
| Meta Platforms, Inc.              | 29-May-24    | USA     | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 3. Amend Certificate of Incorporation to Limit the Liability of Officers  | Against   |

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

| Company Name               | Meeting Date | Market | ESG Pillar | Proposal Category                                 | Proposal Description                            | Proposal Text   | Vote Cast |
|----------------------------|--------------|--------|------------|---|---|---|-----------|
| Meta Platforms, Inc.       | 29-May-24    | USA    | G          | Compensation - Equity Compensation Plan           | Amend Omnibus Stock Plan                        | 4. Amend Omnibus Stock Plan   | Against   |
| Meta Platforms, Inc.       | 29-May-24    | USA    | S          | Social - Miscellaneous                            | Miscellaneous Proposal - Social                 | 12. Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote | Against   |
| Perficient, Inc.           | 29-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1a. Elect Director Romil Bahl   | Against   |
| Perficient, Inc.           | 29-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1f. Elect Director Brian L. Matthews  | Against   |
| Perficient, Inc.           | 29-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1h. Elect Director Gary M. Wimberly   | Against   |
| Kweichow Moutai Co., Ltd.  | 29-May-24    | China  | G          | Non-Routine Business - Related-Party Transactions | Approve Transaction with a Related Party        | 10. Approve Daily Related Party Transactions  | Against   |
| Kweichow Moutai Co., Ltd.  | 29-May-24    | China  | G          | Director Related - Board Related                  | Approve/Amend Regulations on Board of Directors | 11. Amend the Company's Independent Director System   | Against   |
| Roblox Corporation         | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1.1. Elect Director Anthony P. Lee  | Withhold  |
| Roblox Corporation         | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1.2. Elect Director Andrea Wong   | Withhold  |
| Glaukos Corporation        | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1.3. Elect Director Marc A. Stapley   | Withhold  |
| Glaukos Corporation        | 30-May-24    | USA    | G          | Compensation - Equity Compensation Plan           | Amend Omnibus Stock Plan                        | 2. Amend Omnibus Stock Plan   | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1b. Elect Director Pamela M. Arway  | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1c. Elect Director Clarke H. Bailey   | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1d. Elect Director Kent P. Dauten   | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1i. Elect Director Walter C. Rakowich   | Against   |
| Realty Income Corporation  | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1b. Elect Director Jacqueline Brady   | Against   |
| Realty Income Corporation  | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1d. Elect Director Reginald H. Gilyard  | Against   |
| Realty Income Corporation  | 30-May-24    | USA    | G          | Director Election - Director Election             | Elect Director                                  | 1f. Elect Director Priya Cherian Huskins  | Against   |

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

| Company Name                                  | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|---------|------------|---|--|--|-----------|
| Realty Income Corporation                     | 30-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Michael D. McKee  | Against   |
| SiTime Corporation                            | 30-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Edward H. Frank  | Withhold  |
| SiTime Corporation                            | 30-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Christine A. Heckart   | Withhold  |
| SiTime Corporation                            | 30-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Workiva Inc.                                  | 30-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Robert H. Herz   | Withhold  |
| Workiva Inc.                                  | 30-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Workiva Inc.                                  | 30-May-24    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan   | 3. Amend Omnibus Stock Plan  | Against   |
| Delta Electronics, Inc.                       | 30-May-24    | Taiwan  | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 5.8. Elect Audrey Tseng with SHAREHOLDER NO.A220289XXX as Independent Director   | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 10. Approve Remuneration Report (Advisory Vote)  | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management   | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members                       | 12. Approve Remuneration of Directors in the Amount of EUR 160,000 for Chairman, EUR 95,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)  | 14. Reelect Raija-Leena Hankonen-Nybohm, Ilkka Herlin and Ritva Sotamaa as Directors; Elect Eric Alstrom, Jukka Moisio, Tuija Pohjolainen-Hiltunen and Luca Sra as New Directors                                 | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 22. Approve Issuance of 952,000 A Shares and 5,448,000 B Shares without Preemptive Rights  | Against   |
| Beijing-Shanghai High-Speed Railway Co., Ltd. | 30-May-24    | China   | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 9. Amend Articles of Association   | Against   |
| Beijing-Shanghai High-Speed Railway Co., Ltd. | 30-May-24    | China   | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 10. Amend Rules and Procedures Regarding Meetings of Board of Directors  | Against   |

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

| Company Name           | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------|--------------|----------------|------------|---|--|---|-----------|
| D'Ieteren Group        | 30-May-24    | Belgium        | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Against   |
| D'Ieteren Group        | 30-May-24    | Belgium        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Approve Remuneration Report  | Against   |
| D'Ieteren Group        | 30-May-24    | Belgium        | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine   | 1.3. Amend Article 8bis of the Articles of Association  | Against   |
| D'Ieteren Group        | 30-May-24    | Belgium        | G          | Routine Business - Formalities                      | Authorize Board to Ratify and Execute Approved Resolutions                               | 2. Approve Coordination of Articles of Association  | Against   |
| D'Ieteren Group        | 30-May-24    | Belgium        | G          | Routine Business - Formalities                      | Authorize Board to Ratify and Execute Approved Resolutions                               | 3. Authorize Implementation of Approved Resolutions   | Against   |
| D'Ieteren Group        | 30-May-24    | Belgium        | G          | Director Election - Director Election               | Elect Director   | 5. Reelect Nicolas D'Ieteren as Director  | Against   |
| Ferguson Plc           | 30-May-24    | Jersey         | G          | Takeover Related - Takeover - Enhancing             | Provide Right to Call Special Meeting  | 2.D. Provide Right to Call a Special Meeting  | Against   |
| Ferguson Plc           | 30-May-24    | Jersey         | G          | Capitalization - Capital Structure Related          | Authorize New Class of Preferred Stock   | 2.G. Authorize New Class of Preferred Stock   | Against   |
| EPAM Systems, Inc.     | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director DeAnne Aguirre   | Against   |
| EPAM Systems, Inc.     | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Robert E. Segert   | Against   |
| Li Auto Inc.           | 31-May-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2. Elect Director Xing Wang   | Against   |
| Li Auto Inc.           | 31-May-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 3. Elect Director Zhenyu Jiang  | Against   |
| Li Auto Inc.           | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights         | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights           | Against   |
| Li Auto Inc.           | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares   | 7. Authorize Reissuance of Repurchased Shares   | Against   |
| Lowe's Companies, Inc. | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David H. Batchelder   | Withhold  |
| Lowe's Companies, Inc. | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Laurie Z. Douglas   | Withhold  |
| Lowe's Companies, Inc. | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Richard W. Dreiling   | Withhold  |
| Lowe's Companies, Inc. | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Brian C. Rogers   | Withhold  |



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

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Lowe's Companies, Inc.       | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Bertram L. Scott  | Withhold  |
| Xinyi Solar Holdings Limited | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                          | Against   |
| Xinyi Solar Holdings Limited | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares  | Against   |
| Xinyi Solar Holdings Limited | 31-May-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan             | Approve Executive Share Option Plan  | 8. Adopt 2024 Share Option Scheme, Scheme Mandate Limit and Service Provider Submit and Related Transactions | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Michael V. Drake  | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Robert A. Eckert  | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Greg C. Garland   | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Charles M. Holley, Jr.  | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Ellen J. Kullman  | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Amy E. Miles  | Against   |
| Century Aluminum Company     | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jarl Berntzen  | Withhold  |
| Century Aluminum Company     | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jennifer Bush  | Withhold  |
| Century Aluminum Company     | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Errol Glasser  | Withhold  |
| Century Aluminum Company     | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Andrew Michelmore  | Withhold  |
| Century Aluminum Company     | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Tamla A. Olivier   | Withhold  |
| Century Aluminum Company     | 03-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Titan Machinery Inc.         | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Stan Erickson  | Withhold  |
| Titan Machinery Inc.         | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jody Horner  | Withhold  |

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

| Company Name                               | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| Titan Machinery Inc.                       | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Richard Mack   | Withhold  |
| LeMaitre Vascular, Inc.                    | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Lawrence J. Jasinski   | Withhold  |
| LeMaitre Vascular, Inc.                    | 03-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Varonis Systems, Inc.                      | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Gili Iohan   | Withhold  |
| Varonis Systems, Inc.                      | 03-Jun-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify Kost Forer Gabbay & Kasierer as Auditors                                   | Against   |
| Watsco, Inc.                               | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1. Elect Director Barry S. Logan   | Against   |
| Watsco, Inc.                               | 03-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Grocery Outlet Holding Corp.               | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Mary Kay Haben  | Against   |
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Timothy Flynn   | Against   |
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Michele Hooper  | Against   |
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director F. William McNabb, III  | Against   |
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director John Noseworthy   | Against   |
| Henderson Land Development Company Limited | 03-Jun-24    | Hong Kong      | G          | Director Election - Director Election               | Elect Director   | 3.4. Elect Ko Ping Keung as Director   | Against   |
| Henderson Land Development Company Limited | 03-Jun-24    | Hong Kong      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Henderson Land Development Company Limited | 03-Jun-24    | Hong Kong      | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 5C. Authorize Reissuance of Repurchased Shares                                       | Against   |
| China Literature Limited                   | 03-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| China Literature Limited                   | 03-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 4C. Authorize Reissuance of Repurchased Shares                                       | Against   |

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

| Company Name                               | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| China Literature Limited                   | 03-Jun-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 5. Approve Grant of Scheme Mandate to the Directors to Issue Underlying All Options and Awards Under the Share Schemes | Against   |
| Cloudflare, Inc.                           | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Maria Eitel  | Withhold  |
| Cloudflare, Inc.                           | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Katrin Suder   | Withhold  |
| Cloudflare, Inc.                           | 04-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Builders FirstSource, Inc.                 | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Cleveland A. Christophe  | Against   |
| Juniper Networks, Inc.                     | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Steven Fernandez  | Against   |
| Juniper Networks, Inc.                     | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director William Stensrud  | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Zein Abdalla  | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Vinita Bali   | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Leo S. Mackay, Jr.  | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Stephen "Steve" J. Rohleder   | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Abraham "Bram" Schot  | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Related - Board Related                    | Company-Specific Board-Related                                 | 5. Adopt Policy on Fair Treatment of Shareholder Nominees  | Against   |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Trustee Bonnie Brooks   | Withhold  |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Trustee Marie-Josée Lamothe   | Withhold  |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Trustee Jane Marshall   | Withhold  |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Trustee Siim A. Vanaselja  | Withhold  |
| Shopify Inc.                               | 04-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Gail Goodman  | Against   |

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

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| Shopify Inc.                    | 04-Jun-24    | Canada | G          | Compensation - Equity Compensation Plan             | Amend Executive Share Option Plan                              | 3. Approve the Unallocated Options under the Stock Option Plan         | Against   |
| Shopify Inc.                    | 04-Jun-24    | Canada | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                                    | 4. Approve the Third Amended and Restated Long Term Incentive Plan     | Against   |
| Shopify Inc.                    | 04-Jun-24    | Canada | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote on Executive Compensation Approach                    | Against   |
| ACI Worldwide, Inc.             | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Janet O. Estep                                     | Against   |
| ACI Worldwide, Inc.             | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Mary P. Harman                                     | Against   |
| ACI Worldwide, Inc.             | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Charles E. Peters, Jr.                             | Against   |
| PROCEPT BioRobotics Corporation | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Amy Dodrill  | Withhold  |
| PROCEPT BioRobotics Corporation | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Taylor Harris                                      | Withhold  |
| PROCEPT BioRobotics Corporation | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Reza Zadno   | Withhold  |
| Fortive Corporation             | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Eric Branderiz                                      | Against   |
| Fortive Corporation             | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sharmistha Dubey                                    | Against   |
| Fortive Corporation             | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Jeannine P. Sargent                                 | Against   |
| Fortive Corporation             | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Alan G. Spoon                                       | Against   |
| Fortive Corporation             | 04-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Fortive Corporation             | 04-Jun-24    | USA    | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related                          | 5. Amend Bylaw Regarding Stockholder Approval of Director Compensation | Against   |
| Palantir Technologies, Inc.     | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Alexander Karp                                     | Withhold  |
| Palantir Technologies, Inc.     | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Stephen Cohen                                      | Withhold  |
| Palantir Technologies, Inc.     | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Peter Thiel  | Withhold  |
| Palantir Technologies, Inc.     | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Alexander Moore                                    | Withhold  |

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

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|--------|------------|---|--|---|-----------|
| Palantir Technologies, Inc.  | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Alexandra Schiff                              | Withhold  |
| Alarm.com Holdings, Inc.     | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Timothy McAdam                                | Against   |
| Alarm.com Holdings, Inc.     | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Stephen Evans                                 | Against   |
| MarketAxess Holdings Inc.    | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Nancy Altobello                                | Against   |
| MarketAxess Holdings Inc.    | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Jane Chwick                                    | Against   |
| MarketAxess Holdings Inc.    | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director William F. Cruger                              | Against   |
| MicroVision, Inc.            | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robert P. Carlile                             | Withhold  |
| MicroVision, Inc.            | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Mark B. Spitzer                               | Withhold  |
| MicroVision, Inc.            | 05-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| NovoCure Limited             | 05-Jun-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director David Hung                                     | Against   |
| NovoCure Limited             | 05-Jun-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Kinyip Gabriel Leung                           | Against   |
| NovoCure Limited             | 05-Jun-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Allyson Ocean                                  | Against   |
| NovoCure Limited             | 05-Jun-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Timothy Scannell                               | Against   |
| NovoCure Limited             | 05-Jun-24    | Jersey | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 4. Approve Omnibus Stock Plan                                     | Against   |
| SolarEdge Technologies, Inc. | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Nadav Zafrir                                   | Against   |
| Hydro One Limited            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1A. Elect Director Cherie Brant                                   | Withhold  |
| Hydro One Limited            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1B. Elect Director David Hay                                      | Withhold  |
| Hydro One Limited            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1I. Elect Director Melissa Sonberg                                | Withhold  |
| Hydro One Limited            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1K. Elect Director Susan Wolburgh Jenah                           | Withhold  |

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

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|---|--|-----------|
| Airbnb, Inc.                                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Angela Ahrendts  | Withhold  |
| Airbnb, Inc.                                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Kenneth Chenault   | Withhold  |
| Airbnb, Inc.                                 | 05-Jun-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Against   |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Adam Foroughi   | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Craig Billings  | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Herald Chen   | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Margaret Georgiadis   | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Alyssa Harvey Dawson  | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Deloitte & Touche LLP as Auditors                                      | Against   |
| Fidelity National Information Services, Inc. | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Jeffrey A. Goldstein  | Against   |
| Fidelity National Information Services, Inc. | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Gary L. Lauer   | Against   |
| Fidelity National Information Services, Inc. | 05-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Unity Software Inc.                          | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director David Kostman  | Withhold  |
| Walmart Inc.                                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Carla A. Harris   | Against   |
| Walmart Inc.                                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Thomas W. Horton  | Against   |
| Walmart Inc.                                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Randall L. Stephenson   | Against   |
| Walmart Inc.                                 | 05-Jun-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                           | 8. Report on a Civil Rights and Non-Discrimination Audit                         | Against   |
| Walmart Inc.                                 | 05-Jun-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                           | 10. Establish a Board Committee on Corporate Financial Sustainability            | Against   |

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

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|---|-----------|
| Datadog, Inc.               | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Alexis Le-Quoc                                 | Withhold  |
| Datadog, Inc.               | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Michael Callahan                               | Withhold  |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Shaun Maguire                                 | Withhold  |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Katharine A. Martin                           | Withhold  |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Penumbra, Inc.              | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Adam Elsesser                                 | Withhold  |
| Penumbra, Inc.              | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Harpreet Grewal                               | Withhold  |
| Penumbra, Inc.              | 05-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Kirk E. Arnold                                | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director W. Edmund Clark                               | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Michael E. Daniels                            | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Deanna Oppenheimer                            | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Simon Paris                                   | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Barry Salzberg                               | Withhold  |
| MercadoLibre, Inc.          | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Nicolas Galperin                              | Withhold  |
| MercadoLibre, Inc.          | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Henrique Dubugras                             | Withhold  |
| MercadoLibre, Inc.          | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Richard Sanders                               | Withhold  |

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

| Company Name                            | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|---------|------------|---|--|---|-----------|
| MercadoLibre, Inc.                      | 05-Jun-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Terrence R. Curtin   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Alexander M. Cutler  | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Eleuthere I. du Pont   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Luther C. Kissam   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Deanna M. Mulligan   | Against   |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Samir Armaly   | Against   |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director John A. Kritzmacher  | Against   |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director John D. Markley, Jr.   | Against   |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Jean F. Rankin   | Against   |
| Beijing Enterprises Water Group Limited | 05-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Beijing Enterprises Water Group Limited | 05-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Globus Medical, Inc.                    | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director David D. Davidar   | Withhold  |
| Globus Medical, Inc.                    | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director James R. Tobin   | Withhold  |
| Globus Medical, Inc.                    | 05-Jun-24    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan   | 2. Amend Omnibus Stock Plan   | Against   |
| Exponent, Inc.                          | 06-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director George H. Brown   | Against   |
| Exponent, Inc.                          | 06-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Carol Lindstrom   | Against   |
| Exponent, Inc.                          | 06-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Karen A. Richardson   | Against   |
| Exponent, Inc.                          | 06-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Debra L. Zumwalt  | Against   |



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

| Company Name                         | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| GoDaddy Inc.                         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Leah Sweet                                     | Against   |
| GoDaddy Inc.                         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Srinivas (Sri) Tallapragada                    | Against   |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada         | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Alexandre Behring                             | Against   |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada         | G          | Director Election - Director Election                           | Elect Director   | 1.6. Elect Director Ali G. Hedayat                                | Against   |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada         | G          | Director Election - Director Election                           | Elect Director   | 1.10. Elect Director Thecla Sweeney                               | Against   |
| lululemon athletica inc.             | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Isabel Mahe                                    | Against   |
| lululemon athletica inc.             | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Emily White                                    | Against   |
| Twilio Inc.                          | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Jeff Epstein                                  | Withhold  |
| Freshworks Inc.                      | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Jennifer Taylor                               | Withhold  |
| Impinj, Inc.                         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Umesh Padval                                  | Against   |
| Impinj, Inc.                         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Steve Sanghi                                  | Against   |
| Impinj, Inc.                         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.5. Elect Director Meera Rao                                     | Against   |
| Procore Technologies, Inc.           | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Elisa A. Steele                               | Withhold  |
| Procore Technologies, Inc.           | 06-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Royalty Pharma Plc                   | 06-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Errol De Souza                                 | Against   |
| Royalty Pharma Plc                   | 06-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Ted Love                                       | Against   |
| Royalty Pharma Plc                   | 06-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Gregory Norden                                 | Against   |
| BYD Company Limited                  | 06-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                     | 7. Approve Provision of Guarantee                                 | Against   |

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

| Company Name        | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------|--------------|--------|------------|---|--|--|-----------|
| BYD Company Limited | 06-Jun-24    | China  | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 9. Approve Grant of General Mandate to the Board to Issue Additional H Shares  | Against   |
| BYD Company Limited | 06-Jun-24    | China  | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 10. Approve General Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares   | Against   |
| BYD Company Limited | 06-Jun-24    | China  | G          | Capitalization - Capital Issuance                   | Approve Issuance of Warrants/Convertible Debentures                              | 11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments | Against   |
| CoStar Group, Inc.  | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Michael R. Klein  | Against   |
| CoStar Group, Inc.  | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Laura Cox Kaplan  | Against   |
| CoStar Group, Inc.  | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Christopher J. Nassetta   | Against   |
| CoStar Group, Inc.  | 06-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Corpay, Inc.        | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Rahul Gupta   | Against   |
| Corpay, Inc.        | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Archie L. Jones, Jr.  | Against   |
| Corpay, Inc.        | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Hala G. Modellmog   | Against   |
| Corpay, Inc.        | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Steven T. Stull   | Against   |
| Corpay, Inc.        | 06-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| EMCOR Group, Inc.   | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Ronald L. Johnson   | Against   |
| EMCOR Group, Inc.   | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director M. Kevin McEvoy   | Against   |
| EMCOR Group, Inc.   | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Robin Walker-Lee  | Against   |
| Gartner, Inc.       | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Peter E. Bisson   | Against   |
| Gartner, Inc.       | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Anne Sutherland Fuchs   | Against   |

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

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|------------------------|--------------|-------------|------------|---|---|--|-----------|
| Gartner, Inc.          | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director William O. Grabe  | Against   |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Matthew Calkins  | Withhold  |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Robert C. Kramer   | Withhold  |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Mark Lynch   | Withhold  |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director A.G.W. "Jack" Biddle, III                                    | Withhold  |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Shirley A. Edwards   | Withhold  |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Barbara "Bobbie" Kilberg                                     | Withhold  |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director William D. McCarthy  | Withhold  |
| Appian Corporation     | 06-Jun-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Pepco Group NV         | 06-Jun-24    | Netherlands | G          | Director Election - Director Election               | Elect Director  | 2.b. Elect Frederick Arnold as Non-Executive Director                            | Against   |
| Pepco Group NV         | 06-Jun-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 3. Amend Remuneration Policy of Board of Directors                               | Against   |
| Pepco Group NV         | 06-Jun-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 4. Approve Pepco Group NV Share Matching Plan                                    | Against   |
| Toast, Inc.            | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Deval L. Patrick  | Withhold  |
| Toast, Inc.            | 06-Jun-24    | USA         | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Against   |
| Trane Technologies Plc | 06-Jun-24    | Ireland     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Jay C. Hoag   | Against   |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Bradford L. Smith   | Against   |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors  | Against   |

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

| Company Name                                 | Meeting Date | Market  | ESG Pillar | Proposal Category                           | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|---------|------------|---|--|--|-----------|
| Netflix, Inc.                                | 06-Jun-24    | USA     | E, S       | E&S Blended - Counter                       | Miscellaneous -- Environmental & Social Counterproposal        | 5. Establish Committee on Corporate Sustainability   | Against   |
| Netflix, Inc.                                | 06-Jun-24    | USA     | G          | Company Articles - Board Related Amendments | Amend Articles Board-Related                                   | 6. Amend Director Election Resignation Bylaw   | Against   |
| Allegion Plc                                 | 06-Jun-24    | Ireland | G          | Audit Related - Auditor Related             | Approve Auditors and Authorize Board to Fix Their Remuneration | 3. Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration                              | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1d. Elect Director John L. Hennessy  | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1e. Elect Director Frances H. Arnold   | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1g. Elect Director L. John Doerr   | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1i. Elect Director K. Ram Shriram  | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1j. Elect Director Robin L. Washington   | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | S, G       | Compensation - Compensation                 | Company-Specific--Compensation-Related                         | 3. Amend Bylaw regarding Stockholder Approval of Director Compensation                                     | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | E, S       | E&S Blended - Counter                       | Miscellaneous -- Environmental & Social Counterproposal        | 4. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy                         | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | S          | Social - Health & Safety                    | Prepare Report on Health Care Reform                           | 5. Report on Electromagnetic Radiation and Wireless Technologies Risks                                     | Against   |
| Alphabet Inc.                                | 07-Jun-24    | USA     | E, S       | E&S Blended - Counter                       | Miscellaneous -- Environmental & Social Counterproposal        | 6. Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations | Against   |
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 07-Jun-24    | China   | G          | Company Articles - Article Amendments       | Amend Articles/Bylaws/Charter -- Organization-Related          | 10. Amend Related Party Transaction Management System  | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1a. Elect Director VeraLinn "Dash" Jamieson  | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1b. Elect Director Kevin J. Kennedy  | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1c. Elect Director William G. LaPerch  | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA     | G          | Director Election - Director Election       | Elect Director   | 1f. Elect Director Mark R. Patterson   | Against   |

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

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|--------|------------|---|--|---|-----------|
| OneSpan Inc.                     | 07-Jun-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Garry Capers   | Against   |
| OneSpan Inc.                     | 07-Jun-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Sarika Garg  | Against   |
| OneSpan Inc.                     | 07-Jun-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Marianne Johnson   | Against   |
| OneSpan Inc.                     | 07-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| ANSYS, Inc.                      | 07-Jun-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1C. Elect Director Ronald W. Hovsepian  | Against   |
| ANSYS, Inc.                      | 07-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Arista Networks, Inc.            | 07-Jun-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Kelly Battles   | Withhold  |
| Arista Networks, Inc.            | 07-Jun-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Jayshree Ullal  | Withhold  |
| Arista Networks, Inc.            | 07-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| CMOC Group Limited               | 07-Jun-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products   | 1. Approve Purchase of Structured Deposit with Internal Idle Fund   | Against   |
| CMOC Group Limited               | 07-Jun-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 3. Approve Forecast of the Amount of External Guarantee   | Against   |
| CMOC Group Limited               | 07-Jun-24    | China  | G          | Capitalization - Capital Issuance                               | Approve Issuance of Warrants/Convertible Debentures                              | 5. Authorize Board to Decide on Issuance of Debt Financing Instruments  | Against   |
| CMOC Group Limited               | 07-Jun-24    | China  | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares | Against   |
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada | G          | Director Election - Director Election - Cumulative              | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 1.2. Elect Director Olivia (Liv) Garfield   | Withhold  |
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada | G          | Director Election - Director Election - Cumulative              | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 1.3. Elect Director Nili Gilbert  | Withhold  |

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

| Company Name                     | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text  | Vote Cast |
|----------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada      | G          | Director Election -<br>Director Election -<br>Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)                            | 1.5. Elect Director Diana Noble  | Withhold  |
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada      | G          | Director Election -<br>Director Election -<br>Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)                            | 1.6. Elect Director Satish Rai   | Withhold  |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director  | 5a. Elect Director Jonathan C. Burrell   | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director  | 5b. Elect Director Joseph J. Hartnett  | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director  | 5d. Elect Director Catherine A. Lewis  | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee  | 7a. Appoint Jonathan C. Burrell as Member of the Compensation Committee  | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee  | 7b. Appoint Joseph J. Hartnett as Member of the Compensation Committee   | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee  | 7c. Appoint Catherine A. Lewis as Member of the Compensation Committee   | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                  | 10. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                  | 11. Advisory Vote on the Swiss Statutory Compensation Report   | Against   |
| Comcast Corporation              | 10-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.1. Elect Director Kenneth J. Bacon   | Withhold  |
| Comcast Corporation              | 10-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.3. Elect Director Madeline S. Bell   | Withhold  |
| Comcast Corporation              | 10-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.6. Elect Director Jeffrey A. Honickman   | Withhold  |
| Evotec SE                        | 10-Jun-24    | Germany     | G          | Director Related -<br>Discharge                           | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) | 2.1. Approve Discharge of Management Board Member Werner Lanthaler for Fiscal Year 2023  | Against   |
| Evotec SE                        | 10-Jun-24    | Germany     | G          | Routine Business -<br>Routine Business                    | Other Business  | 10. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM | Against   |
| Matterport, Inc.                 | 10-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1. Elect Director Mike (Gus) Gustafson   | Withhold  |

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

| Company Name          | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|-----------------------|--------------|--------|------------|---|---|--|-----------|
| Keurig Dr Pepper Inc. | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1C. Elect Director Oray B. Boston, Jr.                                   | Against   |
| Keurig Dr Pepper Inc. | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1G. Elect Director Paul Michaels   | Against   |
| Keurig Dr Pepper Inc. | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1J. Elect Director Debra Sandler   | Against   |
| Semtech Corporation   | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Gregory M. Fischer                                   | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Saar Gillai  | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Ye Jane Li   | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.11. Elect Director Sylvia Summers Couder                               | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.12. Elect Director Paul V. Walsh, Jr.                                  | Withhold  |
| GitLab Inc.           | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Sundeep Bedi   | Withhold  |
| GitLab Inc.           | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Sue Bostrom  | Withhold  |
| GitLab Inc.           | 11-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify KPMG LLP as Auditors   | Against   |
| GitLab Inc.           | 11-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation        | Against   |
| GitLab Inc.           | 11-Jun-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Limit the Liability of Officers | Against   |
| Domo, Inc.            | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Joshua G. James                                      | Withhold  |
| Domo, Inc.            | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Jeff Kearn   | Withhold  |
| Domo, Inc.            | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director John Pestana   | Withhold  |
| Domo, Inc.            | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Renee Soto   | Withhold  |
| Domo, Inc.            | 11-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation        | Against   |

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

| Company Name            | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------|--------------|--------|------------|---------------------------------------|--|--|-----------|
| HubSpot, Inc.           | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1c. Elect Director Jill Ward   | Against   |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1a. Elect Director Chelsea Clinton   | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1b. Elect Director Barry Diller  | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1c. Elect Director Michael D. Eisner   | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1d. Elect Director Bonnie S. Hammer  | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1e. Elect Director Victor A. Kaufman   | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1f. Elect Director Joseph Levin  | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1g. Elect Director Bryan Lourd   | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1h. Elect Director David Rosenblatt  | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1j. Elect Director Alan G. Spoon   | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1k. Elect Director Alexander von Furstenberg   | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1l. Elect Director Richard F. Zannino  | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA    | G          | Director Related - Board Related      | Issue Updated<br>Indemnification, Liability and Exculpation Agreements for Directors | 2. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation | Against   |
| Toyota Industries Corp. | 11-Jun-24    | Japan  | G          | Director Election - Director Election | Elect Director   | 1.1. Elect Director Onishi, Akira  | Against   |
| Toyota Industries Corp. | 11-Jun-24    | Japan  | G          | Director Election - Director Election | Elect Director   | 1.2. Elect Director Ito, Koichi  | Against   |
| TripAdvisor, Inc.       | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.1. Elect Director Gregory B. Maffei  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.2. Elect Director Matt Goldberg  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.3. Elect Director Jay C. Hoag  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.4. Elect Director Betsy L. Morgan  | Withhold  |



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

| Company Name      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------|--------------|----------------|------------|---|--|--|-----------|
| TripAdvisor, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director M. Greg O'Hara   | Withhold  |
| TripAdvisor, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Jeremy Philips   | Withhold  |
| TripAdvisor, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Albert E. Rosenthaler  | Withhold  |
| TripAdvisor, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Jane Jie Sun   | Withhold  |
| TripAdvisor, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Trynka Shineman Blake  | Withhold  |
| TripAdvisor, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Robert S. Wiesenthal  | Withhold  |
| Q2 Holdings, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Stephen C. Hooley  | Withhold  |
| Q2 Holdings, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Margaret L. Taylor   | Withhold  |
| Q2 Holdings, Inc. | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Lynn Antipas Tyson   | Withhold  |
| LivaNova PLC      | 11-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Sharon O'Kane  | Against   |
| LivaNova PLC      | 11-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Brooke Story   | Against   |
| Sonova Holding AG | 11-Jun-24    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.3. Approve Remuneration Report (Non-Binding)   | Against   |
| Sonova Holding AG | 11-Jun-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.2. Reelect Stacy Seng as Director  | Against   |
| Sonova Holding AG | 11-Jun-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.5. Reelect Lukas Braunschweiler as Director  | Against   |
| Sonova Holding AG | 11-Jun-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.6. Reelect Roland Diggelmann as Director   | Against   |
| Sonova Holding AG | 11-Jun-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.7. Reelect Julie Tay as Director   | Against   |
| Sonova Holding AG | 11-Jun-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.1. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee    | Against   |
| Sonova Holding AG | 11-Jun-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.2. Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee | Against   |

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

| Company Name                | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.3. Reappoint Stacy Seng as Member of the Nomination and Compensation Committee                                 | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.4. Reappoint Julie Tay as Member of the Nomination and Compensation Committee                                  | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 6. Transact Other Business (Voting)  | Against   |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William J. Colombo  | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Anne Fink   | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Larry Fitzgerald, Jr.   | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Lawrence J. Schorr  | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Larry D. Stone  | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 5. Amend Bylaw Waiving Business Judgement Rule   | Against   |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director David W. MacLennan   | Against   |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Debra L. Reed-Klages   | Against   |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Susan C. Schwab  | Against   |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Rayford Wilkins, Jr.   | Against   |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Related - Board Related                    | Company-Specific Board-Related                                 | 6. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies | Against   |
| Pure Storage, Inc.          | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jeff Rothschild  | Withhold  |
| Pure Storage, Inc.          | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Mallun Yen   | Withhold  |
| Pure Storage, Inc.          | 12-Jun-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Deloitte & Touche LLP as Auditors  | Against   |
| Pure Storage, Inc.          | 12-Jun-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |

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

| Company Name       | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------|--------------|----------------|------------|---|--|---|-----------|
| Yext, Inc.         | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Julie Richardson                              | Withhold  |
| Ambarella, Inc.    | 12-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Christopher B. Paisley                        | Withhold  |
| Ambarella, Inc.    | 12-Jun-24    | Cayman Islands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Ambarella, Inc.    | 12-Jun-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Confluent, Inc.    | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jonathan Chadwick                              | Withhold  |
| Confluent, Inc.    | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Neha Narkhede                                  | Withhold  |
| Incyte Corporation | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Julian C. Baker                               | Against   |
| Incyte Corporation | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jean-Jacques Bienaime                         | Against   |
| Incyte Corporation | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jacquelyn A. Fouse                            | Against   |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Andre Almeida                                 | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Marcelo Claure                                | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Srikant M. Datar                              | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Srinivasan Gopalan                            | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Timotheus Hottges                             | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Christian P. Illek                            | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director James Kavanaugh                               | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Raphael Kubler                                | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Thorsten Langheim                             | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Dominique Leroy                              | Withhold  |

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

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|-------------------------|--------------|-------------|------------|---|---|---|-----------|
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.11. Elect Director Letitia A. Long                              | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.12. Elect Director G. Michael (Mike) Sievert                    | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.13. Elect Director Teresa A. Taylor                             | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.14. Elect Director Kelvin R. Westbrook                          | Withhold  |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Mary Lynne Hedley                              | Against   |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1i. Elect Director Paul Sekhri                                    | Against   |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Matthew J. Wallach                             | Against   |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation              | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Alphatec Holdings, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Mortimer Berkowitz, III                       | Withhold  |
| Alphatec Holdings, Inc. | 12-Jun-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation              | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Kangwon Land, Inc.      | 12-Jun-24    | South Korea | G          | Director Election - Director Election               | Elect Director (Not Cumulative Voting but more candidates than board seats) | 1.1. Elect Kwon Soon-hyeong as Inside Director                    | Against   |
| Kangwon Land, Inc.      | 12-Jun-24    | South Korea | G          | Director Election - Director Election               | Elect Director (Not Cumulative Voting but more candidates than board seats) | 1.2. Elect Nam Han-gyu as Inside Director                         | Against   |
| Riot Platforms, Inc.    | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Benjamin Yi                                    | Withhold  |
| Riot Platforms, Inc.    | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Jason Les                                      | Withhold  |
| Qualys, Inc.            | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Jeffrey P. Hank                               | Withhold  |
| Qualys, Inc.            | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Sumedh S. Thakar                              | Withhold  |
| Asseco Poland SA        | 12-Jun-24    | Poland      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation              | 13. Approve Remuneration Report                                   | Against   |
| Target Corporation      | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Douglas M. Baker, Jr.                          | Against   |

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

| Company Name              | Meeting Date | Market | ESG Pillar | Proposal Category                                  | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|--------|------------|--|--|---|-----------|
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1c. Elect Director George S. Barrett  | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1h. Elect Director Christine A. Leahy   | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1i. Elect Director Monica C. Lozano   | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1l. Elect Director Dmitri L. Stockton   | Against   |
| Target Corporation        | 12-Jun-24    | USA    | S          | Social - Charitable Spending                       | Charitable Contributions   | 8. Report on Charitable Contributions   | Against   |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1b. Elect Director Christopher L. Augostini   | Against   |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1d. Elect Director Daniel L. Mosley   | Against   |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1e. Elect Director Mark L. Shapiro  | Against   |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1f. Elect Director Jonathan Talisman  | Against   |
| Blackbaud, Inc.           | 12-Jun-24    | USA    | G          | Director Election - Director Election              | Elect Director   | 1b. Elect Director Andrew M. Leitch   | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.1. Elect a Representative of KUAN XIN INVESTMENT CORP., with Shareholder No. 0248318, as Non-independent Director       | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.2. Elect HUANG, KUO HSIU, with Shareholder No. 0000712, as Non-Independent Director                                     | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.3. Elect DU, HENG YI, a Representative of TING SING CO., LTD. with Shareholder No. 0192084, as Non-Independent Director | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.4. Elect HUANG, SHU CHIEH, with Shareholder No. B120322XXX, as Independent Director                                     | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.5. Elect LEE, FA YAUH, with Shareholder No. A104398XXX, as Independent Director   | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.6. Elect EIZO KOBAYASHI, with Shareholder No. 1949010XXX, as Independent Director                                       | Against   |

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

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| Accton Technology Corp.         | 13-Jun-24    | Taiwan | G          | Director Election -<br>Director Election -<br>Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.7. Elect ANKUR SINGLA, with Shareholder No. 1977032XXX, as Independent Director | Against   |
| Custom Truck One Source, Inc.   | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Marshall Heinberg   | Withhold  |
| Custom Truck One Source, Inc.   | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Louis Samson  | Withhold  |
| Custom Truck One Source, Inc.   | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director David Wolf  | Withhold  |
| Custom Truck One Source, Inc.   | 13-Jun-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Custom Truck One Source, Inc.   | 13-Jun-24    | USA    | G          | Compensation - Equity<br>Compensation Plan                | Amend Omnibus Stock Plan   | 3. Amend Omnibus Stock Plan   | Against   |
| Etsy, Inc.                      | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Marla Blow   | Against   |
| Etsy, Inc.                      | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Gary S. Briggs   | Against   |
| Etsy, Inc.                      | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Melissa Reiff  | Against   |
| Etsy, Inc.                      | 13-Jun-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Etsy, Inc.                      | 13-Jun-24    | USA    | G          | Compensation - Equity<br>Compensation Plan                | Amend Omnibus Stock Plan   | 4. Amend Omnibus Stock Plan   | Against   |
| Yelp Inc.                       | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Robert Gibbs   | Against   |
| Yelp Inc.                       | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1d. Elect Director Diane Irvine   | Against   |
| Yelp Inc.                       | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Sharon Rothstein   | Against   |
| Yelp Inc.                       | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Chris Terrill  | Against   |
| Yelp Inc.                       | 13-Jun-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Monolithic Power Systems, Inc.  | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Eugen Elmiger   | Withhold  |
| Zoom Video Communications, Inc. | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Jonathan Chadwick   | Withhold  |

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

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Zoom Video Communications, Inc. | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Cindy Hoots   | Withhold  |
| Zoom Video Communications, Inc. | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Dan Scheinman   | Withhold  |
| Zoom Video Communications, Inc. | 13-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Rapid7, Inc.                    | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Benjamin Holzman  | Withhold  |
| Rapid7, Inc.                    | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Reeny Sondhi  | Withhold  |
| Grifols SA                      | 13-Jun-24    | Spain          | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 10. Advisory Vote on Remuneration Report  | Against   |
| Grifols SA                      | 13-Jun-24    | Spain          | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Amend Remuneration Policy   | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Constantin H. Beier  | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Margaret G. Lewis  | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Christopher J. Niehaus   | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Elisabeth T. Stheeman  | Against   |
| PagerDuty, Inc.                 | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Rathi Murthy  | Withhold  |
| PagerDuty, Inc.                 | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Alex Solomon  | Withhold  |
| PagerDuty, Inc.                 | 13-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Monster Beverage Corporation    | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Gary P. Fayard  | Withhold  |
| Monster Beverage Corporation    | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Steven G. Pizula  | Withhold  |
| Monster Beverage Corporation    | 13-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Mark S. Vidergauz  | Withhold  |
| Kuaishou Technology             | 13-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |

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

| Company Name          | Meeting Date | Market         | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------|--------------|----------------|------------|---|--|---|-----------|
| Kuaishou Technology   | 13-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                     | Authorize Reissuance of Repurchased Shares                     | 9. Authorize Reissuance of Repurchased Shares   | Against   |
| Tesla, Inc.           | 13-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1a. Elect Director James Murdoch  | Against   |
| Tesla, Inc.           | 13-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1b. Elect Director Kimbal Musk  | Against   |
| Tesla, Inc.           | 13-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                   | Against   |
| Tesla, Inc.           | 13-Jun-24    | USA            | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants                               | 4. Ratify Performance Based Stock Options to Elon Musk  | Against   |
| Tesla, Inc.           | 13-Jun-24    | USA            | E, S       | E&S Blended - Health & Safety                         | Product Toxicity and Safety                                    | 10. Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies | Against   |
| AppFolio, Inc.        | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.1. Elect Director Timothy Bliss   | Withhold  |
| AppFolio, Inc.        | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.3. Elect Director Winifred Webb   | Withhold  |
| AppFolio, Inc.        | 14-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                   | Withhold  |
| AppFolio, Inc.        | 14-Jun-24    | USA            | G          | Compensation - Equity Compensation Plan               | Approve Omnibus Stock Plan                                     | 4. Approve Omnibus Stock Plan   | Withhold  |
| AppFolio, Inc.        | 14-Jun-24    | USA            | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 5. Approve Qualified Employee Stock Purchase Plan   | Withhold  |
| Coinbase Global, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.1. Elect Director Brian Armstrong   | Withhold  |
| Coinbase Global, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.2. Elect Director Marc L. Andreessen  | Withhold  |
| Coinbase Global, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.3. Elect Director Frederick Ernest Ehrsam, III  | Withhold  |
| Coinbase Global, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.4. Elect Director Kelly A. Kramer   | Withhold  |
| Coinbase Global, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.6. Elect Director Gokul Rajaram   | Withhold  |
| Coinbase Global, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.7. Elect Director Fred Wilson   | Withhold  |
| DXP Enterprises, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.3. Elect Director Joseph R. Mannes  | Withhold  |



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

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|--|-----------|
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Timothy P. Halter  | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director David Patton   | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Karen Hoffman  | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director William H. Neukom  | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Judith Sim   | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director James Stavridis  | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Hankyu Hanshin Holdings, Inc.   | 14-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Sumi, Kazuo  | Against   |
| Shizuoka Financial Group, Inc.  | 14-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Nakanishi, Katsunori   | Against   |
| Shizuoka Financial Group, Inc.  | 14-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Shibata, Hisashi   | Against   |
| Regeneron Pharmaceuticals, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Arthur F. Ryan  | Against   |
| Meituan                         | 14-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2. Elect Wang Xing as Director   | Against   |
| Meituan                         | 14-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 3. Elect Mu Rongjun as Director  | Against   |
| Simplex Holdings, Inc.          | 16-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director and Audit Committee Member Ogasawara, Noriyuki                   | Against   |
| Simplex Holdings, Inc.          | 16-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.3. Elect Director and Audit Committee Member Hamanishi, Yasuto                     | Against   |
| Yadea Group Holdings Ltd.       | 17-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Yadea Group Holdings Ltd.       | 17-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 5C. Authorize Reissuance of Repurchased Shares                                       | Against   |

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

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text   | Vote Cast |
|----------------------------|--------------|----------------|------------|---|---|---|-----------|
| Yadea Group Holdings Ltd.  | 17-Jun-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan                         | Approve Executive Share Option Plan                           | 6. Adopt New Share Option Scheme and Scheme Mandate Limit   | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee       | 3. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                 | 4. Amend Rules of Procedures of General Meetings  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Routine Business - Routine Business                             | Approve Provisionary Budget and Strategy for Fiscal Year 20XX | 6. Approve Financial Budget Report  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                    | 12. Approve Provision of Guarantees for Its Potential Credit Facility and Related Transactions  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee       | 16. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                 | 17. Amend Rules of Procedures of General Meetings   | Against   |
| Asana, Inc.                | 17-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Matthew Cohler  | Withhold  |
| Asana, Inc.                | 17-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.2. Elect Director Dustin Moskovitz  | Withhold  |
| CrowdStrike Holdings, Inc. | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director Gerhard Watzinger   | Withhold  |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1a. Elect Director Merit E. Janow   | Against   |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1c. Elect Director Richard K. Davis   | Against   |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1e. Elect Director Choon Phong Goh  | Against   |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1j. Elect Director Gabrielle Sulzberger   | Against   |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Company Articles - Board Related Amendments                     | Amend Articles Board-Related                                  | 5. Amend Director Election Resignation Bylaw  | Against   |
| Mastercard Incorporated    | 18-Jun-24    | USA            | S          | Social - Human Rights   | Operations in High Risk Countries                             | 6. Report on Congruency of Company's Privacy and Human Rights Policies with its Actions   | Against   |

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

| Company Name              | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|---------------------------|--------------|--------|------------|---|---|--|-----------|
| Mastercard Incorporated   | 18-Jun-24    | USA    | S          | Social - Charitable Spending                        | Charitable Contributions  | 7. Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships | Against   |
| Mastercard Incorporated   | 18-Jun-24    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                           | 8. Report on Gender-Based Compensation and Benefits Inequities   | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Aneel Bhusri  | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Thomas F. Bogan   | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Lynne M. Doughtie   | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation           | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Gregory Beecher  | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Michael Child  | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Eric Meurice   | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director John Peeler  | Against   |
| Japan Post Bank Co., Ltd. | 18-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Kasama, Takayuki   | Against   |
| NTT DATA Group Corp.      | 18-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director  | 3.3. Elect Director and Audit Committee Member Sakamoto, Eiichi  | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Wayne Burris   | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director John B. Henneman, III  | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Michael E. Paolucci  | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan  | 4. Amend Omnibus Stock Plan  | Against   |
| Pegasystems Inc.          | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Peter Gyenes   | Against   |

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

| Company Name                     | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|---------|------------|---|--|---|-----------|
| Pegasystems Inc.                 | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Richard Jones   | Against   |
| Pegasystems Inc.                 | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Christopher Lafond  | Against   |
| Pegasystems Inc.                 | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Dianne Ledingham  | Against   |
| Pegasystems Inc.                 | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Sharon Rowlands   | Against   |
| Pegasystems Inc.                 | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Larry Weber   | Against   |
| Rivian Automotive, Inc.          | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jay Flatley  | Withhold  |
| Rivian Automotive, Inc.          | 18-Jun-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Smartsheet Inc.                  | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Rowan Trollope  | Withhold  |
| Toyota Motor Corp.               | 18-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Toyoda, Akio  | Against   |
| China Ruyi Holdings Limited      | 18-Jun-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 2c. Elect Chau Shing Yim, David as Director   | Against   |
| China Ruyi Holdings Limited      | 18-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| China Ruyi Holdings Limited      | 18-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Director Related - Board Related                    | Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)                          | 20.1. Recall Supervisory Board Member   | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Director Election - Director Election               | Elect Supervisory Board Member   | 20.2. Elect Supervisory Board Member  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Miscellaneous - Board Related                       | Company Specific--Board-Related  | 21. Approve Assessment of Supervisory Board Suitability                             | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 22. Approve Remuneration Report   | Against   |
| Block, Inc.                      | 18-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Randall Garutti   | Withhold  |
| LY Corp.                         | 18-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Kawabe, Kentaro   | Against   |

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

| Company Name             | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|---|-----------|
| LY Corp.                 | 18-Jun-24    | Japan          | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Idezawa, Takeshi  | Against   |
| CRRC Corporation Limited | 18-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 5. Approve Arrangement of Guarantees  | Against   |
| CRRC Corporation Limited | 18-Jun-24    | China          | G          | Non-Routine Business - Related-Party Transactions               | Approve Transaction with a Related Party   | 7. Approve Entering into the Financial Services Framework Agreement between Finance Company and CRRC GROUP                | Against   |
| CRRC Corporation Limited | 18-Jun-24    | China          | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and H Shares | Against   |
| CRRC Corporation Limited | 18-Jun-24    | China          | G          | Capitalization - Capital Issuance                               | Approve Issuance of Warrants/Convertible Debentures                              | 12. Approve Issuance of Debt Financing Instruments  | Against   |
| MetLife, Inc.            | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Cheryl W. Grise  | Against   |
| MetLife, Inc.            | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Carla A. Harris  | Against   |
| MetLife, Inc.            | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director R. Glenn Hubbard   | Against   |
| MetLife, Inc.            | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Jeh C. Johnson   | Against   |
| MetLife, Inc.            | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1l. Elect Director Denise M. Morrison   | Against   |
| MetLife, Inc.            | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1m. Elect Director Mark A. Weinberger   | Against   |
| Whitbread Plc            | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 5. Re-elect Kal Atwal as Director   | Against   |
| Whitbread Plc            | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 6. Re-elect Horst Baier as Director   | Against   |
| Whitbread Plc            | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 7. Re-elect Adam Crozier as Director  | Against   |
| Whitbread Plc            | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 8. Re-elect Frank Fiskers as Director   | Against   |
| Whitbread Plc            | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 9. Re-elect Richard Gillingwater as Director  | Against   |
| Whitbread Plc            | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 10. Re-elect Karen Jones as Director  | Against   |

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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Chris Kennedy as Director                     | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 14. Re-elect Cilla Snowball as Director                    | Against   |
| Japan Post Holdings Co., Ltd. | 19-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Masuda, Hiroya                         | Against   |
| Nippon Sanso Holdings Corp.   | 19-Jun-24    | Japan          | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.1. Appoint Statutory Auditor Akashi, Kentaro             | Against   |
| Nippon Sanso Holdings Corp.   | 19-Jun-24    | Japan          | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.2. Appoint Statutory Auditor Ichiya, Kohei               | Against   |
| Sanyo Denki Co., Ltd.         | 19-Jun-24    | Japan          | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.2. Appoint Statutory Auditor Yamada, Takafumi            | Against   |
| West Japan Railway Co.        | 19-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Director and Audit Committee Member Ogura, Maki | Against   |
| Yakult Honsha Co., Ltd.       | 19-Jun-24    | Japan          | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.2. Appoint Statutory Auditor Machida, Emi                | Against   |
| Vertiv Holdings Co.           | 19-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Joseph J. DeAngelo                      | Withhold  |
| Vertiv Holdings Co.           | 19-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Joseph van Dokkum                       | Withhold  |
| Vertiv Holdings Co.           | 19-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Roger Fradin                            | Withhold  |
| Vertiv Holdings Co.           | 19-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Edward L. Monser                        | Withhold  |
| Vertiv Holdings Co.           | 19-Jun-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Ernst & Young LLP as Auditors                    | Against   |
| Acciona SA                    | 19-Jun-24    | Spain          | G          | Director Election - Director Election               | Elect Director   | 2.1. Reelect Jose Manuel Entrecanales Domecq as Director   | Against   |
| Acciona SA                    | 19-Jun-24    | Spain          | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote on Remuneration Report                    | Against   |
| Equity Residential            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Linda Walker Bynoe                     | Withhold  |

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

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Equity Residential           | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Mary Kay Haben   | Withhold  |
| Equity Residential           | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Tahsinul Zia Huque   | Withhold  |
| Equity Residential           | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Mark S. Shapiro   | Withhold  |
| Equity Residential           | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Ivanhoe Mines Ltd.           | 20-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 2C. Elect Director Tadeu Carneiro  | Withhold  |
| Ivanhoe Mines Ltd.           | 20-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 2I. Elect Director Phumzile Mlambo-Ngcuka  | Withhold  |
| Ivanhoe Mines Ltd.           | 20-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 2K. Elect Director Delphine Traore   | Withhold  |
| Biogen Inc.                  | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Caroline D. Dorsa   | Against   |
| Biogen Inc.                  | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William A. Hawkins  | Against   |
| Biogen Inc.                  | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Eric K. Rowinsky  | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Cheryl W. Grise   | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Paul C. Hilal   | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Edward J. Kelly, III  | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Stephanie P. Stahl  | Against   |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2Ai. Elect Director Ye Guofu   | Against   |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2Aii. Elect Director Wang Yongping   | Against   |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 4C. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Okta, Inc.                   | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Michael Stankey  | Withhold  |

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

| Company Name                         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Okta, Inc.                           | 20-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| TravelSky Technology Limited         | 20-Jun-24    | China  | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                              | 6. Amend Articles of Association                                  | Against   |
| DoorDash, Inc.                       | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Elinor Mertz                                   | Against   |
| DoorDash, Inc.                       | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Tony Xu  | Against   |
| DoorDash, Inc.                       | 20-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Nippon Telegraph & Telephone Corp.   | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Shimada, Akira                                | Against   |
| Nippon Telegraph & Telephone Corp.   | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)                      | 3. Appoint Shareholder Director Nominee Maeda, Tomoki             | Against   |
| Ricoh Co., Ltd.                      | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Yamashita, Yoshinori                          | Against   |
| Ricoh Co., Ltd.                      | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Oyama, Akira                                  | Against   |
| SCSK Corp.                           | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3. Elect Director and Audit Committee Member Miki, Yasuo          | Against   |
| Sumitomo Mitsui Trust Holdings, Inc. | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 4.1. Elect Director Takakura, Toru                                | Against   |
| Sumitomo Mitsui Trust Holdings, Inc. | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 4.5. Elect Director Okubo, Tetsuo                                 | Against   |
| TAISEI Corp.                         | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Director Tanaka, Shigeyoshi                            | Against   |
| TAISEI Corp.                         | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.2. Elect Director Aikawa, Yoshiro                               | Against   |
| TAISEI Corp.                         | 20-Jun-24    | Japan  | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 4.1. Appoint Statutory Auditor Sato, Yasuhiro                     | Against   |
| Universal Display Corporation        | 20-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Universal Display Corporation        | 20-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify KPMG LLP as Auditors                                    | Against   |



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

| Company Name             | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|---|-----------|
| nCino, Inc.              | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Pam Kilday                                     | Against   |
| nCino, Inc.              | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Pierre Naude                                   | Against   |
| nCino, Inc.              | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William J. Ruh                                 | Against   |
| Argan, Inc.              | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director William F. Leimkuhler                         | Withhold  |
| Argan, Inc.              | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director W.G. Champion Mitchell                        | Withhold  |
| Argan, Inc.              | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director James W. Quinn                                | Withhold  |
| Argan, Inc.              | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Daniel Dines                                   | Withhold  |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Philippe Botteri                               | Withhold  |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Laela Sturdy                                   | Withhold  |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Brad W. Buss                                   | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Rebecca W. House                               | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Robert E. Switz                                | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Claudia Arney as Director                             | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Catherine Bradley as Director                         | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Jeff Carr as Director                                 | Against   |

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

| Company Name                                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                 | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|----------------|------------|---|--|--|-----------|
| Kingfisher plc                                  | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 9. Re-elect Sophie Gasperment as Director  | Against   |
| Kingfisher plc                                  | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 10. Re-elect Rakhi Goss-Custard as Director  | Against   |
| Kingfisher plc                                  | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 11. Re-elect Bill Lennie as Director   | Against   |
| Aon Plc   | 21-Jun-24    | Ireland        | G          | Director Election - Director Election             | Elect Director   | 1.1. Elect Director Lester B. Knight   | Against   |
| Aon Plc   | 21-Jun-24    | Ireland        | G          | Director Election - Director Election             | Elect Director   | 1.6. Elect Director Fulvio Conti   | Against   |
| Aon Plc   | 21-Jun-24    | Ireland        | G          | Director Election - Director Election             | Elect Director   | 1.7. Elect Director Cheryl A. Francis  | Against   |
| Aon Plc   | 21-Jun-24    | Ireland        | G          | Director Election - Director Election             | Elect Director   | 1.9. Elect Director Richard C. Notebaert   | Against   |
| Aon Plc   | 21-Jun-24    | Ireland        | G          | Director Election - Director Election             | Elect Director   | 1.10. Elect Director Gloria Santona  | Against   |
| China Three Gorges Renewables (Group) Co., Ltd. | 21-Jun-24    | China          | G          | Routine Business - Routine Business               | Approve Provisionary Budget and Strategy for Fiscal Year 20XX                        | 8. Approve Investment Plan and Financial Budget                                      | Against   |
| China Three Gorges Renewables (Group) Co., Ltd. | 21-Jun-24    | China          | G          | Capitalization - Debt Related                     | Authorize Issuance of Bonds/Debentures   | 9. Approve Bond Financing Plan   | Against   |
| China Three Gorges Renewables (Group) Co., Ltd. | 21-Jun-24    | China          | G          | Non-Routine Business - Related-Party Transactions | Approve Transaction with a Related Party   | 10. Approve Related Party Transaction  | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.1. Elect Director Nagai, Akira   | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.2. Elect Director Maruyama, Akira  | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor              | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.1. Appoint Statutory Auditor Yokogoshi, Yoshitsugu                                 | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor              | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Imazato, Eisaku                                       | Against   |
| JD Health International Inc.                    | 21-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 5a. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| JD Health International Inc.                    | 21-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                 | Authorize Reissuance of Repurchased Shares   | 5c. Authorize Reissuance of Repurchased Shares                                       | Against   |

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

| Company Name                             | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---------------------------------------|--|---|-----------|
| NIPPON STEEL CORP.                       | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Director Hashimoto, Eiji   | Against   |
| NIPPON STEEL CORP.                       | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.2. Elect Director Imai, Tadashi   | Against   |
| SoftBank Group Corp.                     | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Director Son, Masayoshi  | Against   |
| Square Enix Holdings Co., Ltd.           | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Director and Audit Committee Member Iwamoto, Nobuyuki                    | Against   |
| Sumitomo Chemical Co., Ltd.              | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.1. Elect Director Tokura, Masakazu  | Against   |
| Sumitomo Chemical Co., Ltd.              | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.2. Elect Director Iwata, Keiichi  | Against   |
| Tobu Railway Co., Ltd.                   | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor  | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.5. Appoint Statutory Auditor Hayashi, Nobuhide                                    | Against   |
| Yamato Holdings Co., Ltd.                | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor  | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.2. Appoint Statutory Auditor Ino, Setsuko   | Against   |
| China Overseas Land & Investment Ltd.    | 21-Jun-24    | Hong Kong      | G          | Capitalization - Capital Issuance     | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 1. Re-elect John Rishton as Director  | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 3. Re-elect Mary McDowell as Director   | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 5. Re-elect Gill Whitehead as Director  | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 6. Re-elect Louise Smalley as Director  | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 8. Re-elect Joanne Wilson as Director   | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 9. Re-elect Zheng Yin as Director   | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 10. Re-elect Andrew Ransom as Director  | Against   |
| Hitachi Construction Machinery Co., Ltd. | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.6. Elect Director Fujisawa, Takeshi   | Against   |
| Hitachi Construction Machinery Co., Ltd. | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.7. Elect Director Moe, Hidemi   | Against   |

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

| Company Name                         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|--|---|-----------|
| MS&AD Insurance Group Holdings, Inc. | 24-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Hara, Noriyuki                                | Against   |
| Sompo Holdings, Inc.                 | 24-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Okumura, Mikio                                | Against   |
| Sompo Holdings, Inc.                 | 24-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.5. Elect Director Endo, Isao                                    | Against   |
| Tokio Marine Holdings, Inc.          | 24-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Nagano, Tsuyoshi                              | Against   |
| Tokio Marine Holdings, Inc.          | 24-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Komiya, Satoru                                | Against   |
| Dai-ichi Life Holdings, Inc.         | 24-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.4. Elect Director and Audit Committee Member Masuda, Koichi     | Against   |
| Dai-ichi Life Holdings, Inc.         | 24-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.5. Elect Director and Audit Committee Member Nagase, Satoshi    | Against   |
| Asahi Kasei Corp.                    | 25-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Kobori, Hideki                                | Against   |
| Asahi Kasei Corp.                    | 25-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Kudo, Koshiro                                 | Against   |
| HashiCorp, Inc.                      | 25-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Armon Dadgar                                   | Withhold  |
| HashiCorp, Inc.                      | 25-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director David McJannet                                 | Withhold  |
| HashiCorp, Inc.                      | 25-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Kajima Corp.                         | 25-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Oshimi, Yoshikazu                             | Against   |
| Kajima Corp.                         | 25-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Amano, Hiromasa                               | Against   |
| MongoDB, Inc.                        | 25-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Roelof Botha                                  | Withhold  |
| MongoDB, Inc.                        | 25-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Dev Ittycheria                                | Withhold  |
| TOTO Ltd.                            | 25-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director and Audit Committee Member Marumori, Yasushi  | Against   |
| Toray Industries, Inc.               | 25-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Nikkaku, Akihiro                              | Against   |
| Toray Industries, Inc.               | 25-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Oya, Mitsuo                                   | Against   |

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

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| NIO Inc.                        | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Denny Ting Bun Lee                             | Against   |
| NIO Inc.                        | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Yu Long  | Against   |
| NIO Inc.                        | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Yonggang Wen                                   | Against   |
| NIO Inc.                        | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Director Eddy Georges Skaf                              | Against   |
| NIO Inc.                        | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2b. Elect Director Nicholas Paul Collins                          | Against   |
| BlackBerry Limited              | 25-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Michael A. Daniels                            | Withhold  |
| BlackBerry Limited              | 25-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Richard Lynch                                 | Withhold  |
| BlackBerry Limited              | 25-Jun-24    | Canada         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Yifeng Pharmacy Chain Co., Ltd. | 25-Jun-24    | China          | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 3.1. Elect Gao Yi as Director                                     | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Persis S. Drell                                | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Harvey C. Jones                                | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Stephen C. Neal                                | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Mark A. Stevens                                | Against   |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Uchida, Takakazu                              | Against   |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Imai, Seiji                                   | Against   |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Kihara, Masahiro                             | Against   |
| NSD Co., Ltd.                   | 26-Jun-24    | Japan          | G          | Strategic Transactions - Mergers & Acquisitions     | Approve Merger Agreement   | 3. Approve Merger Agreement with Trigger K.K                      | Against   |
| NetEase, Inc.                   | 26-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Michael Man Kit Leung as Director                       | Against   |

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

| Company Name                       | Meeting Date | Market     | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------------|--------------|------------|------------|---|--|--|-----------|
| Nissin Foods Holdings Co., Ltd.    | 26-Jun-24    | Japan      | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3. Appoint Statutory Auditor Nishikawa, Kyo  | Against   |
| Resona Holdings, Inc.              | 26-Jun-24    | Japan      | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Minami, Masahiro   | Against   |
| Sumitomo Metal Mining Co. Ltd.     | 26-Jun-24    | Japan      | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3. Appoint Statutory Auditor Ieda, Tsuguya   | Against   |
| Takeda Pharmaceutical Co., Ltd.    | 26-Jun-24    | Japan      | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Christophe Weber   | Against   |
| Takeda Pharmaceutical Co., Ltd.    | 26-Jun-24    | Japan      | G          | Compensation - Director/Statutory Auditor Bonus     | Approve Annual Bonus Payment for Directors and Statutory Auditors                    | 4. Approve Annual Bonus  | Against   |
| The Chiba Bank, Ltd.               | 26-Jun-24    | Japan      | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Director Yonemoto, Tsutomu  | Against   |
| Allegro.eu SA                      | 26-Jun-24    | Luxembourg | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 6. Approve Revised Remuneration Policy   | Against   |
| Jiangsu Expressway Company Limited | 26-Jun-24    | China      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association | Against   |
| Marathon Digital Holdings, Inc.    | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Kevin DeNuccio   | Withhold  |
| Marathon Digital Holdings, Inc.    | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Said Ouissal   | Withhold  |
| Marathon Digital Holdings, Inc.    | 27-Jun-24    | USA        | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan   | 4. Amend Omnibus Stock Plan  | Against   |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Charlene T. Begley   | Withhold  |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Aaron Hughes   | Withhold  |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Mark S. Peek   | Withhold  |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |

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

| Company Name                         | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------------|--------------|---------|------------|---|--|--|-----------|
| SentinelOne, Inc.                    | 27-Jun-24    | USA     | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors    | 4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Against   |
| Zuora, Inc.                          | 27-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Kenneth A. Goldman   | Withhold  |
| Zuora, Inc.                          | 27-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Joseph Osnos   | Withhold  |
| Zuora, Inc.                          | 27-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Tien Tzuo  | Withhold  |
| Zuora, Inc.                          | 27-Jun-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Dai Nippon Printing Co., Ltd.        | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Kitajima, Yoshinari  | Against   |
| Keisei Electric Railway Co., Ltd.    | 27-Jun-24    | Japan   | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.1. Appoint Statutory Auditor Teshima, Tsuneaki                                 | Against   |
| Koito Manufacturing Co., Ltd.        | 27-Jun-24    | Japan   | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Yamaguchi, Hidemi                                 | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 2.5. Elect Director Nomoto, Hirofumi   | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 2.7. Elect Director Shimizu, Hiroshi   | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 2.12. Elect Director Mike, Kanetsugu   | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 2.13. Elect Director Kamezawa, Hironori  | Against   |
| Nagarro SE                           | 27-Jun-24    | Germany | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 6. Approve Remuneration Policy   | Against   |
| Obayashi Corp.                       | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Obayashi, Takeo  | Against   |
| Obayashi Corp.                       | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Hasuwa, Kenji  | Against   |
| Odakyu Electric Railway Co., Ltd.    | 27-Jun-24    | Japan   | G          | Director Election - Director Election               | Elect Director   | 4.2. Elect Director and Audit Committee Member Hayashi, Takeshi                  | Against   |

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

| Company Name                          | Meeting Date | Market | ESG Pillar | Proposal Category                              | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------------|--------------|--------|------------|--|--|--|-----------|
| Oriental Land Co., Ltd.               | 27-Jun-24    | Japan  | G          | Director Related - Statutory Auditor           | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Saigusa, Norio  | Against   |
| Oriental Land Co., Ltd.               | 27-Jun-24    | Japan  | G          | Director Related - Statutory Auditor           | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.4. Appoint Statutory Auditor Mashimo, Yukihito   | Against   |
| Oriental Land Co., Ltd.               | 27-Jun-24    | Japan  | G          | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement                                   | 6. Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation                                     | Against   |
| SBI Holdings, Inc.                    | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.1. Elect Director Kitao, Yoshitaka   | Against   |
| SBI Holdings, Inc.                    | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.2. Elect Director Takamura, Masato   | Against   |
| Shimizu Corp.                         | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 2.1. Elect Director Miyamoto, Yoichi   | Against   |
| Shimizu Corp.                         | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 2.2. Elect Director Inoue, Kazuyuki  | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 3.1. Elect Director Kunibe, Takeshi  | Against   |
| Suzuki Motor Corp.                    | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 2.1. Elect Director Suzuki, Toshihiro  | Against   |
| TOPPAN Holdings, Inc.                 | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.1. Elect Director Kaneko, Shingo   | Against   |
| TOPPAN Holdings, Inc.                 | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.2. Elect Director Maro, Hideharu   | Against   |
| Tokyu Corp.                           | 27-Jun-24    | Japan  | G          | Director Related - Statutory Auditor           | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Watanabe, Hajime  | Against   |
| Tokyu Corp.                           | 27-Jun-24    | Japan  | G          | Director Related - Statutory Auditor           | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.4. Appoint Statutory Auditor Inagaki, Seiji  | Against   |
| Zhuzhou CRRC Times Electric Co., Ltd. | 27-Jun-24    | China  | G          | Capitalization - Capital Issuance              | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 21. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares | Against   |
| Zhuzhou CRRC Times Electric Co., Ltd. | 27-Jun-24    | China  | G          | Director Related - Board Related               | Amend Articles of Association Regarding Party Committee                              | 23. Amend Articles of Association  | Against   |



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

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Stephen Daintith as Director                              | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect David Hutchison as Director                               | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Lesley Knox as Director                                   | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Coline McConville as Director                            | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Peter McKellar as Director                               | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Alexandra Schaapveld as Director                         | Against   |
| BIM Birlesik Magazalar AS | 27-Jun-24    | Turkey         | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled) and Approve Their Remuneration       | 8. Elect Directors and Approve Their Remuneration                     | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Laura Alber  | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Arnold Donald                                      | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director John V. Roos                                       | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Robin Washington                                   | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 7. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 8. Report on Viewpoint Discrimination                                 | Against   |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Michael S. Dell                                   | Withhold  |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David W. Dorman                                   | Withhold  |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Ellen J. Kullman                                  | Withhold  |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |

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

| Company Name                                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| Dell Technologies Inc.                      | 27-Jun-24    | USA            | S          | Social - Charitable Spending                        | Charitable Contributions                                       | 4. Report on Charitable Contributions                             | Against   |
| Braze, Inc.                                 | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Tara Walpert Levy                              | Withhold  |
| Braze, Inc.                                 | 27-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Luzhou Laojiao Co., Ltd.                    | 27-Jun-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee        | 7. Amend Articles of Association                                  | Against   |
| E2open Parent Holdings, Inc.                | 28-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Chinh E. Chu                                  | Withhold  |
| E2open Parent Holdings, Inc.                | 28-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Wuliangye Yibin Co., Ltd.                   | 28-Jun-24    | China          | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 7. Approve Financial Services Agreement                           | Against   |
| Wuliangye Yibin Co., Ltd.                   | 28-Jun-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee        | 9. Amend Articles of Association                                  | Against   |
| Wuliangye Yibin Co., Ltd.                   | 28-Jun-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 12. Amend Working System for Independent Directors                | Against   |
| Zhejiang Expressway Co., Ltd.               | 28-Jun-24    | China          | G          | Director Election - Director Election               | Elect Director   | 4. Elect Yang Xudong as Director                                  | Against   |
| Zhejiang Expressway Co., Ltd.               | 28-Jun-24    | China          | G          | Director Election - Director Election               | Elect Director   | 5. Elect Fan Ye as Director                                       | Against   |
| Zhejiang Expressway Co., Ltd.               | 28-Jun-24    | China          | G          | Director Election - Director Election               | Elect Director   | 6. Elect Huang Jianzhang as Director                              | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA | 28-Jun-24    | Poland         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report                                   | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA | 28-Jun-24    | Poland         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 18. Amend Remuneration Policy                                     | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA | 28-Jun-24    | Poland         | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 19. Elect Supervisory Board Member                                | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA | 28-Jun-24    | Poland         | G          | Miscellaneous - Board Related                       | Company Specific--Board-Related                                | 20. Approve Collective Suitability of Supervisory Board Members   | Against   |
| Tencent Music Entertainment Group           | 28-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2. Elect Director Min Hu  | Against   |

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

| Company Name                                    | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| XPeng, Inc.                                     | 28-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| XPeng, Inc.                                     | 28-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Authorize Reissuance of Repurchased Shares                                       | 8. Authorize Reissuance of Repurchased Shares                                       | Against   |
| China International Capital Corporation Limited | 28-Jun-24    | China          | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee                          | 1. Amend Articles of Association  | Against   |
| China International Capital Corporation Limited | 28-Jun-24    | China          | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee                          | 3. Amend Rules of Procedures of the Meeting of Board of Directors                   | Against   |
| Gree Electric Appliances, Inc. of Zhuhai        | 28-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement   | 11. Approve Bill Pool Business  | Against   |
| ZTE Corporation                                 | 28-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 8.00. Approve Provision of Guarantee Limits for Subsidiaries                        | Against   |
| ZTE Corporation                                 | 28-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products   | 9.00. Approve Application of Internal Funds in Entrusted Fund Management            | Against   |
| ZTE Corporation                                 | 28-Jun-24    | China          | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 11.00. Approve Application for General Mandate of the Issuance of Shares            | Against   |
| Snowflake Inc.                                  | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Benoit Dageville   | Withhold  |
| Snowflake Inc.                                  | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Mark S. Garrett  | Withhold  |
| Snowflake Inc.                                  | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Jayshree V. Ullal  | Withhold  |
| Marks & Spencer Group Plc                       | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 4. Re-elect Archie Norman as Director   | Against   |
| Marks & Spencer Group Plc                       | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 6. Re-elect Evelyn Bourke as Director   | Against   |
| Marks & Spencer Group Plc                       | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 7. Re-elect Fiona Dawson as Director  | Against   |
| Marks & Spencer Group Plc                       | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 8. Re-elect Ronan Dunne as Director   | Against   |
| Marks & Spencer Group Plc                       | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 9. Re-elect Tamara Ingram as Director   | Against   |

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

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Marks & Spencer Group Plc | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Justin King as Director                              | Against   |
| Marks & Spencer Group Plc | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Cheryl Potter as Director                            | Against   |
| Marks & Spencer Group Plc | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Sapna Sood as Director                               | Against   |
| Box, Inc.                 | 02-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Dana Evan                                      | Against   |
| Box, Inc.                 | 02-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Amit Walia                                     | Against   |
| Box, Inc.                 | 02-Jul-24    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                       | Against   |
| Airtel Africa Plc         | 03-Jul-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report                                    | Against   |
| Airtel Africa Plc         | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Sunil Bharti Mittal as Director                       | Against   |
| Airtel Africa Plc         | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Andrew Green as Director                              | Against   |
| Airtel Africa Plc         | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Tsega Gebreyes as Director                           | Against   |
| Airtel Africa Plc         | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Ravi Rajagopal as Director                           | Against   |
| JD Sports Fashion Plc     | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Kath Smith as Director                                | Against   |
| JD Sports Fashion Plc     | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Bert Hoyt as Director                                 | Against   |
| JD Sports Fashion Plc     | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Helen Ashton as Director                              | Against   |
| JD Sports Fashion Plc     | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Suzi Williams as Director                            | Against   |
| JD Sports Fashion Plc     | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Andrew Higginson as Director                         | Against   |
| Samsara Inc.              | 10-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Sue Wagner                                    | Withhold  |
| Samsara Inc.              | 10-Jul-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Verint Systems Inc.       | 10-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Linda Crawford                                | Withhold  |

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

| Company Name                   | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                                      | Vote Cast |
|--------------------------------|--------------|----------------|------------|---------------------------------------|----------------------|--|-----------|
| Verint Systems Inc.            | 10-Jul-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.5. Elect Director William Kurtz                  | Withhold  |
| Verint Systems Inc.            | 10-Jul-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1.8. Elect Director Kristen Robinson               | Withhold  |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 6. Re-elect William Rucker as Director             | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 10. Re-elect Virginia Holmes as Director           | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 12. Re-elect Matthew Lester as Director            | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 13. Re-elect Andrew Sykes as Director              | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 14. Re-elect Stephen Welton as Director            | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 4. Re-elect Gerry Murphy as Director               | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 6. Re-elect Orna NiChionna as Director             | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 7. Re-elect Fabiola Arredondo as Director          | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 8. Re-elect Sam Fischer as Director                | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 9. Re-elect Ron Frasch as Director                 | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 10. Re-elect Danuta Gray as Director               | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 11. Re-elect Antoine de Saint-Affrique as Director | Against   |
| Burberry Group Plc             | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election | Elect Director       | 12. Re-elect Alan Stewart as Director              | Against   |
| Autodesk, Inc.                 | 16-Jul-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Blake Irving                    | Against   |
| Autodesk, Inc.                 | 16-Jul-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1h. Elect Director Lorrie M. Norrington            | Against   |
| Autodesk, Inc.                 | 16-Jul-24    | USA            | G          | Director Election - Director Election | Elect Director       | 1k. Elect Director Stacy J. Smith                  | Against   |
| Experian Plc                   | 17-Jul-24    | Jersey         | G          | Director Election - Director Election | Elect Director       | 4. Re-elect Alison Brittain as Director            | Against   |

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

| Company Name               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------|--------------|--------|------------|---|--|---|-----------|
| Experian Plc               | 17-Jul-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Kathleen DeRose as Director   | Against   |
| Experian Plc               | 17-Jul-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Caroline Donahue as Director  | Against   |
| Experian Plc               | 17-Jul-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Luiz Fleury as Director   | Against   |
| Experian Plc               | 17-Jul-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Jonathan Howell as Director   | Against   |
| Experian Plc               | 17-Jul-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Esther Lee as Director   | Against   |
| Experian Plc               | 17-Jul-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Louise Pentland as Director  | Against   |
| Experian Plc               | 17-Jul-24    | Jersey | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Mike Rogers as Director  | Against   |
| Constellation Brands, Inc. | 17-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Jennifer M. Daniels  | Against   |
| Constellation Brands, Inc. | 17-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Nicholas I. Fink   | Against   |
| Constellation Brands, Inc. | 17-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ernesto M. Hernandez   | Against   |
| Constellation Brands, Inc. | 17-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Judy A. Schmeling  | Against   |
| Remy Cointreau SA          | 18-Jul-24    | France | G          | Non-Routine Business - Related-Party Transactions   | Approve Special Auditors' Report Regarding Related-Party Transactions  | 5. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions                        | Against   |
| Remy Cointreau SA          | 18-Jul-24    | France | G          | Director Election - Director Election               | Elect Director   | 8. Reelect Caroline Bois Heriard Dubreuil as Director   | Against   |
| Remy Cointreau SA          | 18-Jul-24    | France | G          | Director Election - Director Election               | Elect Director   | 9. Reelect Elie Heriard Dubreuil as Director  | Against   |
| Remy Cointreau SA          | 18-Jul-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 15. Approve Remuneration Policy of CEO  | Against   |
| Remy Cointreau SA          | 18-Jul-24    | France | G          | Capitalization - Capital Structure - Placement      | Approve Issuance of Shares for a Private Placement   | 23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 15 Million | Against   |
| Remy Cointreau SA          | 18-Jul-24    | France | G          | Capitalization - Capital Issuance                   | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 24. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against   |

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

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                          | Proposal Description  | Proposal Text  | Vote Cast |
|----------------------------------|--------------|--------|------------|--|---|--|-----------|
| Remy Cointreau SA                | 18-Jul-24    | France | G          | Capitalization - Capital Structure Related | Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights | 25. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against   |
| Remy Cointreau SA                | 18-Jul-24    | France | G          | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers   | 26. Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers  | Against   |
| Advanced Drainage Systems, Inc.  | 18-Jul-24    | USA    | G          | Director Election - Director Election      | Elect Director  | 1d. Elect Director Robert M. Eversole  | Against   |
| Advanced Drainage Systems, Inc.  | 18-Jul-24    | USA    | G          | Director Election - Director Election      | Elect Director  | 1e. Elect Director Alexander R. Fischer  | Against   |
| Advanced Drainage Systems, Inc.  | 18-Jul-24    | USA    | G          | Director Election - Director Election      | Elect Director  | 1f. Elect Director Tanya D. Fratto   | Against   |
| Advanced Drainage Systems, Inc.  | 18-Jul-24    | USA    | G          | Director Election - Director Election      | Elect Director  | 1k. Elect Director Anil Seetharam  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jul-24    | Poland | G          | Director Related - Discharge               | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)                           | 1.1. Approve Discharge of Ernest Bejda (Management Board Member)   | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jul-24    | Poland | G          | Director Related - Discharge               | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)                           | 1.2. Approve Discharge of Malgorzata Kot (Management Board Member)   | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jul-24    | Poland | G          | Director Related - Discharge               | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)                           | 1.3. Approve Discharge of Beata Kozlowska-Chyla (CEO)  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jul-24    | Poland | G          | Director Related - Discharge               | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)                           | 1.4. Approve Discharge of Krzysztof Kozlowski (Management Board Member)  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jul-24    | Poland | G          | Director Related - Discharge               | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)                           | 1.5. Approve Discharge of Tomasz Kulik (Management Board Member)   | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jul-24    | Poland | G          | Director Related - Discharge               | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)                           | 1.6. Approve Discharge of Piotr Nowak (Management Board Member)  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jul-24    | Poland | G          | Director Related - Discharge               | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)                           | 1.7. Approve Discharge of Maciej Rapkiewicz (Management Board Member)  | Against   |

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

| Company Name                             | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---|---|---|-----------|
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Director Related - Discharge                        | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) | 1.8. Approve Discharge of Malgorzata Sadurska (Management Board Member)             | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Director Related - Board Related                    | Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)   | 6.1. Recall Supervisory Board Member  | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 6.2. Elect Supervisory Board Member   | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Miscellaneous - Board Related                       | Company Specific-Board-Related  | 7. Approve Assessment of Supervisory Board Suitability                              | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                  | 8. Approve Remuneration Report  | Against   |
| Yintai Gold Co., Ltd.                    | 18-Jul-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee   | 2. Amend Articles of Association  | Against   |
| Yintai Gold Co., Ltd.                    | 18-Jul-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors   | 4. Amend Rules and Procedures Regarding Meetings of Board of Directors              | Against   |
| Topsports International Holdings Limited | 19-Jul-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Topsports International Holdings Limited | 19-Jul-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares  | 8. Authorize Reissuance of Repurchased Shares                                       | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 4. Re-elect Sir David Higgins as Director   | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 7. Re-elect Alison Goligher as Director   | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 8. Re-elect Liam Butterworth as Director  | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 9. Re-elect Kath Cates as Director  | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect Michael Lewis as Director  | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 12. Re-elect Doug Webb as Director  | Against   |
| Columbus McKinnon Corporation            | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Kathryn V. Roedel   | Against   |
| Columbus McKinnon Corporation            | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Aziz S. Aghili  | Against   |
| Columbus McKinnon Corporation            | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Jeanne Beliveau-Dunn  | Against   |



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

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Columbus McKinnon Corporation | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Rebecca Yeung                                 | Against   |
| B&M European Value Retail SA  | 23-Jul-24    | Luxembourg     | G          | Director Election - Director Election               | Elect Director   | 13. Reelect Tiffany Hall as Director                              | Against   |
| B&M European Value Retail SA  | 23-Jul-24    | Luxembourg     | G          | Director Election - Director Election               | Elect Director   | 14. Reelect Paula MacKenzie as Director                           | Against   |
| B&M European Value Retail SA  | 23-Jul-24    | Luxembourg     | G          | Director Election - Director Election               | Elect Director   | 15. Reelect Oliver Tant as Director                               | Against   |
| Jazz Pharmaceuticals plc      | 25-Jul-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Mark D. Smith                                  | Against   |
| Macquarie Group Limited       | 25-Jul-24    | Australia      | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Rebecca J McGrath as Director                           | Against   |
| Macquarie Group Limited       | 25-Jul-24    | Australia      | G          | Director Election - Director Election               | Elect Director   | 2b. Elect Mike Roche as Director                                  | Against   |
| Macquarie Group Limited       | 25-Jul-24    | Australia      | G          | Director Election - Director Election               | Elect Director   | 2c. Elect Glenn R Stevens as Director                             | Against   |
| Kyndryl Holdings, Inc.        | 25-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Stephen A.M. Hester                            | Against   |
| Kyndryl Holdings, Inc.        | 25-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Shirley Ann Jackson                            | Against   |
| Mainfreight Limited           | 25-Jul-24    | New Zealand    | G          | Compensation - Director/Statutory Auditor Bonus     | Approve Retirement Bonuses for Directors                       | 4. Approve Retirement Payment to Richard Prebble                  | Against   |
| Cirrus Logic, Inc.            | 26-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Raghbir Hussain                               | Withhold  |
| Cirrus Logic, Inc.            | 26-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Catherine P. Lego                             | Withhold  |
| Cirrus Logic, Inc.            | 26-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director David J. Tupman                               | Withhold  |
| Cirrus Logic, Inc.            | 26-Jul-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Vodafone Group Plc            | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 2. Re-elect Jean-Francois van Boxmeer as Director                 | Against   |
| Vodafone Group Plc            | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Stephen Carter as Director                            | Against   |
| Vodafone Group Plc            | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Michel Demare as Director                             | Against   |
| Vodafone Group Plc            | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect David Nish as Director                               | Against   |

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

| Company Name             | Meeting Date | Market  | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                               | Vote Cast |
|--------------------------|--------------|---------|------------|---------------------------------------|----------------------|---|-----------|
| DXC Technology Company   | 30-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director David A. Barnes          | Against   |
| DXC Technology Company   | 30-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director David L. Herzog          | Against   |
| DXC Technology Company   | 30-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Pinkie D. Mayfield       | Against   |
| DXC Technology Company   | 30-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director Karl Racine              | Against   |
| Linde Plc                | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Hugh Grant               | Against   |
| Linde Plc                | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director Joe Kaeser               | Against   |
| Linde Plc                | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1g. Elect Director Victoria E. Ossadnik     | Against   |
| Linde Plc                | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1j. Elect Director Robert L. Wood           | Against   |
| McKesson Corporation     | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1c. Elect Director W. Roy Dunbar            | Against   |
| McKesson Corporation     | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director Donald R. Knauss         | Against   |
| McKesson Corporation     | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1h. Elect Director Maria N. Martinez        | Against   |
| McKesson Corporation     | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1k. Elect Director Kathleen Wilson-Thompson | Against   |
| Eagle Materials Inc.     | 01-Aug-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Rick Beckwitt            | Against   |
| Eagle Materials Inc.     | 01-Aug-24    | USA     | G          | Director Election - Director Election | Elect Director       | 1b. Elect Director Mauro Gregorio           | Against   |
| STERIS plc               | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Esther M. Alegria        | Against   |
| STERIS plc               | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1b. Elect Director Richard C. Breeden       | Against   |
| STERIS plc               | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director Cynthia L. Feldmann      | Against   |
| STERIS plc               | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Mohsen M. Sohi           | Against   |
| Lightspeed Commerce Inc. | 01-Aug-24    | Canada  | G          | Director Election - Director Election | Elect Director       | 1.3. Elect Director Dale Murray             | Against   |

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

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                           | Vote Cast |
|--------------------------------|--------------|--------|------------|---------------------------------------|----------------------|---|-----------|
| Lightspeed Commerce Inc.       | 01-Aug-24    | Canada | G          | Director Election - Director Election | Elect Director       | 1.5. Elect Director Nathalie Gaveau     | Against   |
| Electronic Arts Inc.           | 01-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1b. Elect Director Rachel A. Gonzalez   | Against   |
| Electronic Arts Inc.           | 01-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director Luis A. Ubinas       | Against   |
| Spectrum Brands Holdings, Inc. | 06-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Sherianne James      | Against   |
| Spectrum Brands Holdings, Inc. | 06-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director Hugh R. Rovit        | Against   |
| Spectrum Brands Holdings, Inc. | 06-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1g. Elect Director Terry L. Polistina   | Against   |
| Allegro MicroSystems, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.2. Elect Director Joseph R. Martin    | Withhold  |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.2. Elect Director Martha H. Bejar     | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.4. Elect Director Vivie "YY" Lee      | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.7. Elect Director Allison Pickens     | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.8. Elect Director Shane Sanders       | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors      | 3. Ratify Ernst & Young LLP as Auditors | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Routine Business - Routine Business   | Other Business       | 4. Other Business                       | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Sharon Allen         | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Allen Gibson         | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Alan Schumacher      | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1k. Elect Director Mary Elizabeth West  | Against   |
| ATS Corporation                | 09-Aug-24    | Canada | G          | Director Election - Director Election | Elect Director       | 1.1. Elect Director Dave W. Cummings    | Withhold  |
| ATS Corporation                | 09-Aug-24    | Canada | G          | Director Election - Director Election | Elect Director       | 1.6. Elect Director David L. McAusland  | Withhold  |

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

| Company Name                             | Meeting Date | Market      | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| ATS Corporation                          | 09-Aug-24    | Canada      | G          | Director Election - Director Election                 | Elect Director   | 1.7. Elect Director Sharon C. Pel   | Withhold  |
| Qorvo, Inc.                              | 13-Aug-24    | USA         | G          | Director Election - Director Election                 | Elect Director   | 1b. Elect Director Judy Bruner  | Against   |
| Qorvo, Inc.                              | 13-Aug-24    | USA         | G          | Director Election - Director Election                 | Elect Director   | 1e. Elect Director Roderick D. Nelson   | Against   |
| Qorvo, Inc.                              | 13-Aug-24    | USA         | G          | Director Election - Director Election                 | Elect Director   | 1f. Elect Director Walden C. Rhines   | Against   |
| Qorvo, Inc.                              | 13-Aug-24    | USA         | G          | Director Election - Director Election                 | Elect Director   | 1g. Elect Director Susan L. Spradley  | Against   |
| LiveRamp Holdings, Inc.                  | 13-Aug-24    | USA         | G          | Director Election - Director Election                 | Elect Director   | 1a. Elect Director John L. Battelle   | Against   |
| LiveRamp Holdings, Inc.                  | 13-Aug-24    | USA         | G          | Compensation - Equity Compensation Plan               | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan   | Against   |
| The J. M. Smucker Company                | 14-Aug-24    | USA         | G          | Audit Related - Auditor Related                       | Ratify Auditors  | 2. Ratify Ernst & Young LLP as Auditors   | Against   |
| Gree Electric Appliances, Inc. of Zhuhai | 19-Aug-24    | China       | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 2. Approve the Phase 3 Employee Share Purchase Plan (Draft)   | Against   |
| Gree Electric Appliances, Inc. of Zhuhai | 19-Aug-24    | China       | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 3. Approve Authorization of the Board to Handle All Matters Related to Phase 3 Employee Share Purchase Plan | Against   |
| Microchip Technology Incorporated        | 20-Aug-24    | USA         | G          | Director Election - Director Election                 | Elect Director   | 1e. Elect Director Robert A. Rango  | Against   |
| Microchip Technology Incorporated        | 20-Aug-24    | USA         | G          | Director Election - Director Election                 | Elect Director   | 1f. Elect Director Karen M. Rapp  | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report  | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands | G          | Director Related - Discharge                          | Approve Discharge of Board and President (Bundled)             | 7. Approve Discharge of Non-Executive Directors   | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation   | Approve Remuneration Policy                                    | 8. Approve Remuneration Policy  | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands | G          | Director Election - Director Election                 | Elect Director   | 11.1. Reelect Hendrik du Toit as Director   | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands | G          | Director Election - Director Election                 | Elect Director   | 11.2. Reelect Craig Enenstein as Director   | Against   |

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

| Company Name                                   | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---|--|---|-----------|
| Prosus NV                                      | 21-Aug-24    | Netherlands    | G          | Director Election - Director Election               | Elect Director   | 11.5. Reelect Roberto Oliveira de Lima as Director                                  | Against   |
| Prosus NV                                      | 21-Aug-24    | Netherlands    | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program   | 14. Authorize Repurchase of Shares  | Against   |
| Alibaba Group Holding Limited                  | 22-Aug-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 5.4. Elect Director Irene Yun-Lien Lee  | Against   |
| Xero Limited                                   | 22-Aug-24    | New Zealand    | G          | Director Election - Director Election               | Elect Director   | 2. Elect Steven Aldrich as Director   | Against   |
| Xero Limited                                   | 22-Aug-24    | New Zealand    | G          | Director Election - Director Election               | Elect Director   | 3. Elect Dale Murray as Director  | Against   |
| Xero Limited                                   | 22-Aug-24    | New Zealand    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 4. Approve Remuneration Report  | Against   |
| Oracle Corp Japan                              | 23-Aug-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director John L. Hall  | Against   |
| Dynatrace, Inc.                                | 23-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jill Ward  | Withhold  |
| Dynatrace, Inc.                                | 23-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Kirsten O. Wolberg   | Withhold  |
| Dynatrace, Inc.                                | 23-Aug-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Ernst & Young LLP as Auditors   | Against   |
| Fisher & Paykel Healthcare Corporation Limited | 28-Aug-24    | New Zealand    | G          | Director Election - Director Election               | Elect Director   | 2. Elect Graham McLean as Director  | Against   |
| Mesa Laboratories, Inc.                        | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jennifer S. Alltoft   | Withhold  |
| Mesa Laboratories, Inc.                        | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Shannon M. Hall   | Withhold  |
| Mesa Laboratories, Inc.                        | 30-Aug-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan  | 8a. Adopt 2024 Share Award Scheme   | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant   | 8b. Adopt Scheme Mandate Limit  | Against   |

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

| Company Name                                  | Meeting Date | Market         | ESG Pillar | Proposal Category                         | Proposal Description                          | Proposal Text  | Vote Cast |
|---|--------------|----------------|------------|---|---|--|-----------|
| Alibaba Health Information Technology Limited | 30-Aug-24    | Bermuda        | G          | Compensation - Equity Compensation Plan   | Approve Share Plan Grant                      | 8c. Service Provider Sublimit  | Against   |
| Alibaba Health Information Technology Limited | 30-Aug-24    | Bermuda        | G          | Miscellaneous - Compensation              | Company-Specific Compensation-Related         | 9. Approve Termination of 2014 Share Award Scheme  | Against   |
| 3D Systems Corporation                        | 30-Aug-24    | USA            | G          | Director Election - Director Election     | Elect Director                                | 1.1. Elect Director Malissia R. Clinton  | Against   |
| 3D Systems Corporation                        | 30-Aug-24    | USA            | G          | Director Election - Director Election     | Elect Director                                | 1.2. Elect Director Claudia N. Drayton   | Against   |
| 3D Systems Corporation                        | 30-Aug-24    | USA            | G          | Director Election - Director Election     | Elect Director                                | 1.3. Elect Director Thomas W. Erickson   | Against   |
| 3D Systems Corporation                        | 30-Aug-24    | USA            | G          | Director Election - Director Election     | Elect Director                                | 1.5. Elect Director Jim D. Keever  | Against   |
| 3D Systems Corporation                        | 30-Aug-24    | USA            | G          | Director Election - Director Election     | Elect Director                                | 1.7. Elect Director Kevin S. Moore   | Against   |
| 3D Systems Corporation                        | 30-Aug-24    | USA            | G          | Director Election - Director Election     | Elect Director                                | 1.8. Elect Director Vasant Padmanabhan   | Against   |
| 3D Systems Corporation                        | 30-Aug-24    | USA            | G          | Compensation - Equity Compensation Plan   | Amend Omnibus Stock Plan                      | 3. Amend Omnibus Stock Plan  | Against   |
| DS Smith Plc                                  | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director                                | 4. Re-elect Geoff Drabble as Director  | Against   |
| DS Smith Plc                                  | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director                                | 5. Re-elect Miles Roberts as Director  | Against   |
| DS Smith Plc                                  | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director                                | 8. Re-elect Celia Baxter as Director   | Against   |
| DS Smith Plc                                  | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director                                | 9. Re-elect Alan Johnson as Director   | Against   |
| DS Smith Plc                                  | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director                                | 10. Re-elect Alina Kessel as Director  | Against   |
| DS Smith Plc                                  | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director                                | 11. Re-elect Eric Olsen as Director  | Against   |
| DS Smith Plc                                  | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director                                | 12. Re-elect David Robbie as Director  | Against   |
| DiaSorin SpA                                  | 04-Sep-24    | Italy          | G          | Routine Business - Routine Business       | Approve/Amend Regulations on General Meetings | 1.1. Amend Company Bylaws Re: Articles 8 and 9   | Against   |
| Prologis Property Mexico SA de CV             | 04-Sep-24    | Mexico         | G          | Miscellaneous - Capital Structure Related | Company Specific - Equity Related             | 2. Approve Multi-value Program for Issuance of Real Estate Trust Certificates (CBFIs) and Long-Term Trust Certificates (Cebures) to be Issued by Trustee as Recurring Issuer; Approve Issuance of Additional CBFIs and/or Cebures to be Used in Offers | Against   |

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

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                 | Proposal Text  | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|--|-----------|
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                          | 3. Approve Remuneration Policy                                 | Against   |
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                       | 5. Re-elect Paul Walker as Director                            | Against   |
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                       | 8. Re-elect Angus Cockburn as Director                         | Against   |
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                       | 9. Re-elect Lucinda Riches as Director                         | Against   |
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                       | 10. Re-elect Tanya Fratto as Director                          | Against   |
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                       | 11. Re-elect Jill Easterbrook as Director                      | Against   |
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                       | 12. Re-elect Renata Ribeiro as Director                        | Against   |
| Ashtead Group Plc           | 04-Sep-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                          | 16. Amend Long-Term Incentive Plan                             | Against   |
| RBC Bearings Incorporated   | 05-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director                                       | 1c. Elect Director Steven H. Kaplan                            | Against   |
| Elekta AB                   | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director                                       | 13.1. Reelect Laurent Leksell as Director                      | Against   |
| Elekta AB                   | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director                                       | 13.3. Reelect Caroline Leksell as Director                     | Against   |
| Elekta AB                   | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director                                       | 13.4. Reelect Wolfgang Reim as Director                        | Against   |
| Elekta AB                   | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director                                       | 13.5. Reelect Jan Secher as Director                           | Against   |
| Elekta AB                   | 05-Sep-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                   | 13.10. Reelect Laurent Leksell as Board Chair                  | Against   |
| BANK POLSKA KASA OPIEKI SA  | 06-Sep-24    | Poland         | G          | Director Election - Proxy Contest                   | Removal of Existing Board Directors                  | 5.1. Recall Supervisory Board Member                           | Against   |
| BANK POLSKA KASA OPIEKI SA  | 06-Sep-24    | Poland         | G          | Director Election - Director Election               | Elect a Shareholder-Nominee to the Supervisory Board | 5.2. Elect Supervisory Board Member                            | Against   |
| BANK POLSKA KASA OPIEKI SA  | 06-Sep-24    | Poland         | G          | Miscellaneous - Board Related                       | Company Specific--Board-Related                      | 6. Approve Collective Suitability of Supervisory Board Members | Against   |
| BANK POLSKA KASA OPIEKI SA  | 06-Sep-24    | Poland         | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                    | 7. Approve Decision on Covering Costs of Convocation of EGM    | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                       | 3. Re-elect Michael Dobson as Director                         | Against   |

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

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Rachel Downey as Director   | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Andy Kemp as Director   | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Natasha Adams as Director   | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect William Jackson as Director   | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Nelson C. Chan   | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Cynthia (Cindy) L. Davis   | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Lauri M. Shanahan  | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Bonita C. Stewart  | Against   |
| NIKE, Inc.                  | 10-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director John Rogers, Jr.   | Withhold  |
| NIKE, Inc.                  | 10-Sep-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| NIKE, Inc.                  | 10-Sep-24    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 8. Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties   | Against   |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 13.a. Reelect Anders Persson as Director  | Against   |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 13.b. Reelect Torbjorn Kronander as Director  | Against   |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 13.e. Reelect Jan-Olof Bruer as Director  | Against   |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                             | 14. Reelect Jan-Olof Bruer as Board Chair   | Against   |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Remuneration Report   | Against   |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 18. Approve Performance Share Plan for Key Employees; Approve Equity Plan Financing | Against   |
| NetApp, Inc.                | 11-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director T. Michael Nevens  | Against   |



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

| Company Name           | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------|--------------|--------|------------|---|--|---|-----------|
| NetApp, Inc.           | 11-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Carrie Palin                                   | Against   |
| NetApp, Inc.           | 11-Sep-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Jerry Jones                                   | Withhold  |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Michael A. Kaufman                            | Withhold  |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Melvin L. Keating                             | Withhold  |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director John Mutch                                    | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Renee Bergeron                                | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Ira A. Hunt, III                              | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Maureen F. Morrison                           | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Ben Xiang                                     | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| NetScout Systems, Inc. | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Alfred Grasso                                 | Withhold  |
| NetScout Systems, Inc. | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Vivian Vitale                                 | Withhold  |
| NetScout Systems, Inc. | 12-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Open Text Corporation  | 12-Sep-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Randy Fowlie                                  | Against   |
| Open Text Corporation  | 12-Sep-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director David Fraser                                  | Against   |
| Open Text Corporation  | 12-Sep-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Ann M. Powell                                 | Against   |
| Open Text Corporation  | 12-Sep-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Deborah Weinstein                            | Against   |

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

| Company Name                        | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Open Text Corporation               | 12-Sep-24    | Canada | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote on Executive Compensation Approach               | Against   |
| Nexi SpA                            | 12-Sep-24    | Italy  | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                  | 1. Amend Company Bylaws Re: Article 10                            | Against   |
| Take-Two Interactive Software, Inc. | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Michael Dornemann                              | Against   |
| Take-Two Interactive Software, Inc. | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director J Moses  | Against   |
| Take-Two Interactive Software, Inc. | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Michael Sheresky                               | Against   |
| Take-Two Interactive Software, Inc. | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Ellen Siminoff                                 | Against   |
| Conagra Brands, Inc.                | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Anil Arora                                     | Against   |
| Conagra Brands, Inc.                | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Thomas "Tony" K. Brown                         | Against   |
| Conagra Brands, Inc.                | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Richard H. Lenny                               | Against   |
| Conagra Brands, Inc.                | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1i. Elect Director Melissa Lora                                   | Against   |
| Conagra Brands, Inc.                | 18-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Ruth Ann Marshall                              | Against   |
| Conagra Brands, Inc.                | 18-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Jinko Solar Co., Ltd.               | 18-Sep-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                     | 4. Approve New Estimated Amount of Guarantees                     | Against   |
| Masimo Corporation                  | 19-Sep-24    | USA    | G          | Director Election - Proxy Contest                               | Elect Director (Management)                                    | 1a. Elect Management Nominee Director Christopher G. Chavez       | Withhold  |
| Masimo Corporation                  | 19-Sep-24    | USA    | G          | Director Election - Proxy Contest                               | Elect Director (Management)                                    | 1b. Elect Management Nominee Director Joe Kiani                   | Withhold  |
| Masimo Corporation                  | 19-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| FedEx Corporation                   | 23-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Marvin R. Ellison                              | Against   |
| FedEx Corporation                   | 23-Sep-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Stephen E. Gorman                              | Against   |

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

| Company Name                             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|--------|------------|---|--|---|-----------|
| FedEx Corporation                        | 23-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Susan Patricia Griffith  | Against   |
| FedEx Corporation                        | 23-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Frederick P. Perpall   | Against   |
| FedEx Corporation                        | 23-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director David P. Steiner   | Against   |
| FedEx Corporation                        | 23-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                     | Against   |
| FedEx Corporation                        | 23-Sep-24    | USA    | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 7. Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors | Against   |
| Shenzhen Inovance Technology Co., Ltd.   | 23-Sep-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 1. Approve Draft and Summary of Equity Incentive Plan                                 | Against   |
| Shenzhen Inovance Technology Co., Ltd.   | 23-Sep-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 2. Approve Methods to Assess the Performance of Plan Participants                     | Against   |
| Shenzhen Inovance Technology Co., Ltd.   | 23-Sep-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Authorization of the Board to Handle All Related Matters                   | Against   |
| Yifeng Pharmacy Chain Co., Ltd.          | 23-Sep-24    | China  | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 4. Approve Provision of Guarantee   | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles A. Blixt   | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director W.G. Jurgensen   | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Hala G. Moddelmog  | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Robert A. Niblock  | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Maria Renna Sharpe   | Against   |
| Asahi Intecc Co., Ltd.                   | 26-Sep-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.3. Elect Director and Audit Committee Member Moriguchi, Shigeki                     | Against   |
| Pan Pacific International Holdings Corp. | 27-Sep-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 4.3. Elect Director and Audit Committee Member Ono, Takaki                            | Against   |
| Trimble Inc.                             | 30-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director James C. Dalton   | Withhold  |
| Trimble Inc.                             | 30-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Meaghan Lloyd   | Withhold  |
| Trimble Inc.                             | 30-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Mark S. Peek  | Withhold  |

## Analysis of Votes Against Policy

There are no votes against policy.

## Analysis of Votes Against Management

| Company Name                   | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Michael G. McCaffery  | Withhold  |
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Stephen M. Ward, Jr.  | Withhold  |
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| C3.ai, Inc.                    | 04-Oct-23    | USA         | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan   | Against   |
| Elastic N.V.                   | 05-Oct-23    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Caryn Marooney   | Against   |
| Ginlong Technologies Co., Ltd. | 09-Oct-23    | China       | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend the Work Rules for Independent Directors   | Against   |
| Freshpet, Inc.                 | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Leta D. Priest  | Withhold  |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Angela F. Braly  | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Joseph Jimenez   | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Jon R. Moeller   | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1n. Elect Director Patricia A. Woertz   | Against   |
| The Procter & Gamble Company   | 10-Oct-23    | USA         | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 7. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | For       |
| CSL Limited                    | 11-Oct-23    | Australia   | G          | Director Election - Director Election               | Elect Director   | 3. Elect Carolyn Hewson as Director   | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas F. Bonadio  | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Joseph G. Doody  | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Pamela A. Joseph   | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Kevin A. Price   | Against   |
| Paychex, Inc.                  | 12-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Joseph M. Tucci  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|---|-----------|
| Telstra Group Limited    | 17-Oct-23    | Australia      | G          | Director Election - Director Election               | Elect Director   | 3a. Elect Maxine Brenner as Director  | Against   |
| Telstra Group Limited    | 17-Oct-23    | Australia      | G          | Director Election - Director Election               | Elect Director   | 3c. Elect Bridget Loudon as Director  | Against   |
| Telstra Group Limited    | 17-Oct-23    | Australia      | G          | Director Election - Director Election               | Elect Director   | 3d. Elect Elana Rubin as Director   | Against   |
| Barratt Developments Plc | 18-Oct-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Katie Bickerstaffe as Director   | Against   |
| Barratt Developments Plc | 18-Oct-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Jock Lennox as Director  | Against   |
| Barratt Developments Plc | 18-Oct-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Chris Weston as Director   | Against   |
| Medtronic plc            | 19-Oct-23    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Craig Arnold   | Against   |
| Medtronic plc            | 19-Oct-23    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Scott C. Donnelly  | Against   |
| Medtronic plc            | 19-Oct-23    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Denise M. O'Leary  | Against   |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Glenda M. Dorchak   | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director John C. Hodge   | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Clyde R. Hosein   | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Darren R. Jackson   | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Duy-Loan T. Le  | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director John B. Replogle  | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Marvin A. Riley   | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Thomas H. Werner   | Withhold  |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan   | Against   |
| Wolfspeed, Inc.          | 23-Oct-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| EVE Energy Co., Ltd.     | 23-Oct-23    | China          | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 1. Approve to Adjust the Company-Level Performance Assessment Indicators of the Fourth Phase of the Performance Shares Incentive Plan | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Judy Bruner  | Against   |
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael R. Cannon  | Against   |
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Richard L. Clemmer   | Against   |
| Seagate Technology Holdings plc | 23-Oct-23    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Jay L. Geldmacher  | Against   |
| Synaptics Incorporated          | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Nelson C. Chan   | Against   |
| Synaptics Incorporated          | 24-Oct-23    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Synaptics Incorporated          | 24-Oct-23    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify KPMG LLP as Auditors  | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Gerald S. Adolph   | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director John F. Barrett  | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Melanie W. Barstad   | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Karen L. Carnahan  | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Joseph Scaminace   | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Ronald W. Tysoe  | Against   |
| Cintas Corporation              | 24-Oct-23    | USA         | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts                                      | For       |
| Cintas Corporation              | 24-Oct-23    | USA         | E          | Environmental - Climate                             | GHG Emissions  | 6. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal | For       |
| EBOS Group Limited              | 24-Oct-23    | New Zealand | G          | Compensation - Directors' Compensation              | Approve Increase in Aggregate Compensation Ceiling for Directors | 2. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors                        | Against   |
| Parker-Hannifin Corporation     | 25-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Lance M. Fritz   | Against   |
| Parker-Hannifin Corporation     | 25-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Linda A. Harty   | Against   |
| Parker-Hannifin Corporation     | 25-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Joseph Scaminace   | Against   |
| Parker-Hannifin Corporation     | 25-Oct-23    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Ake Svensson   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------------|--------------|-----------|------------|---|--|--|-----------|
| Parker-Hannifin Corporation       | 25-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Laura K. Thompson   | Against   |
| Parker-Hannifin Corporation       | 25-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director James L. Wainscott  | Against   |
| Bio-Techne Corporation            | 26-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Director Robert V. Baumgartner   | Against   |
| Bio-Techne Corporation            | 26-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 2c. Elect Director John L. Higgins   | Against   |
| Bio-Techne Corporation            | 26-Oct-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 2g. Elect Director Alpa Seth   | Against   |
| Bio-Techne Corporation            | 26-Oct-23    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Woolworths Group Limited          | 26-Oct-23    | Australia | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Scott Perkins as Director  | Against   |
| Flat Glass Group Co., Ltd.        | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 1. Approve Changes of Registered Capital and Amend Articles of Association   | Against   |
| Flat Glass Group Co., Ltd.        | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2. Approve Changes of Registered Capital and Amend Articles of Association   | Against   |
| Flat Glass Group Co., Ltd.        | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association | Against   |
| Flat Glass Group Co., Ltd.        | 27-Oct-23    | China     | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 3. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association | Against   |
| Flat Glass Group Co., Ltd.        | 27-Oct-23    | China     | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 3. Amend Rules of Procedures of General Meeting  | Against   |
| Flat Glass Group Co., Ltd.        | 27-Oct-23    | China     | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 4. Amend Rules of Procedures of General Meeting  | Against   |
| Hengtong Optic-Electric Co., Ltd. | 30-Oct-23    | China     | G          | Miscellaneous - Compensation                        | Company-Specific Compensation-Related                          | 2. Approve Formulation of the Company's Incentive Fund Provision Management Measures   | Against   |
| Hengtong Optic-Electric Co., Ltd. | 30-Oct-23    | China     | G          | Miscellaneous - Compensation                        | Company-Specific Compensation-Related                          | 3. Approve Formulation of the Company's Incentive Fund Award Plan  | Against   |
| KLA Corporation                   | 01-Nov-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Robert Calderoni   | Against   |
| KLA Corporation                   | 01-Nov-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Kevin Kennedy  | Against   |
| KLA Corporation                   | 01-Nov-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Gary Moore   | Against   |
| KLA Corporation                   | 01-Nov-23    | USA       | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Marie Myers  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market    | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|-----------|------------|---|--|--|-----------|
| Qantas Airways Limited                   | 03-Nov-23    | Australia | G          | Director Election - Director Election                 | Elect Director   | 2d. Elect Belinda Hutchinson as Director   | Against   |
| Qantas Airways Limited                   | 03-Nov-23    | Australia | G          | Compensation - Equity Compensation Plan               | Approve Share Plan Grant                                       | 3. Approve Participation of Vanessa Hudson in the Long Term Incentive Plan                                       | Against   |
| Qantas Airways Limited                   | 03-Nov-23    | Australia | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report   | Against   |
| EVE Energy Co., Ltd.                     | 06-Nov-23    | China     | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants                               | 1. Approve Draft and Summary of Phase 5 Stock Option Incentive Plan  | Against   |
| EVE Energy Co., Ltd.                     | 06-Nov-23    | China     | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants                               | 2. Approve Methods to Assess the Performance of Plan Participants  | Against   |
| EVE Energy Co., Ltd.                     | 06-Nov-23    | China     | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants                               | 3. Approve Authorization of Board to Handle All Related Matters  | Against   |
| EVE Energy Co., Ltd.                     | 06-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 4. Approve Phase 10 Employee Share Purchase Plan   | Against   |
| EVE Energy Co., Ltd.                     | 06-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 5. Approve Management Method of Phase 10 Employee Share Purchase Plan  | Against   |
| EVE Energy Co., Ltd.                     | 06-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 6. Approve Authorization of the Board to Handle All Matters Related to the Phase 10 Employee Share Purchase Plan | Against   |
| Bank of Chengdu Co., Ltd.                | 07-Nov-23    | China     | G          | Director Related - Board Related                      | Amend Articles of Association Regarding Party Committee        | 1. Amend Articles of Association   | Against   |
| Lam Research Corporation                 | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1c. Elect Director Eric K. Brandt  | Against   |
| Lam Research Corporation                 | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1d. Elect Director Michael R. Cannon   | Against   |
| Lam Research Corporation                 | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1g. Elect Director Bethany J. Mayer  | Against   |
| Lam Research Corporation                 | 07-Nov-23    | USA       | G          | Director Election - Director Election                 | Elect Director   | 1i. Elect Director Abhijit Y. Talwalkar  | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd. | 07-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 1. Approve Draft and Summary on Employee Share Purchase Plan   | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd. | 07-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 2. Approve Management Method of Employee Share Purchase Plan   | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd. | 07-Nov-23    | China     | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 3. Approve Authorization of the Board to Handle All Related Matters  | Against   |
| Hengdian Group DMEGC Magnetics Co., Ltd. | 07-Nov-23    | China     | G          | Director Related - Board Related                      | Approve/Amend Regulations on Board of Directors                | 7. Amend Working System for Independent Directors  | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                              | Meeting Date | Market    | ESG Pillar | Proposal Category                     | Proposal Description                                  | Proposal Text   | Vote Cast |
|---|--------------|-----------|------------|---------------------------------------|---|---|-----------|
| National Silicon Industry Group Co., Ltd. | 07-Nov-23    | China     | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Organization-Related | 2. Amend Management System for the Use of Raised Funds            | Against   |
| National Silicon Industry Group Co., Ltd. | 07-Nov-23    | China     | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Organization-Related | 3. Amend Related-Party Transaction Management System              | Against   |
| National Silicon Industry Group Co., Ltd. | 07-Nov-23    | China     | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Organization-Related | 4. Amend Management System for Providing External Guarantees      | Against   |
| Viavi Solutions Inc.                      | 08-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director Richard E. Belluzzo                           | Against   |
| Viavi Solutions Inc.                      | 08-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Keith Barnes                                  | Against   |
| Viavi Solutions Inc.                      | 08-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Laura Black                                   | Against   |
| Allkem Ltd.                               | 08-Nov-23    | Australia | G          | Director Election - Director Election | Elect Director  | 2. Elect Florencia Heredia as Director                            | Against   |
| Extreme Networks, Inc.                    | 08-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director Ingrid J. Burton                              | Withhold  |
| Extreme Networks, Inc.                    | 08-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Charles P. Carinalli                          | Withhold  |
| Extreme Networks, Inc.                    | 08-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Kathleen M. Holmgren                          | Withhold  |
| Extreme Networks, Inc.                    | 08-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.7. Elect Director John C. Shoemaker                             | Withhold  |
| Broadridge Financial Solutions, Inc.      | 09-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director Pamela L. Carter                               | Against   |
| Broadridge Financial Solutions, Inc.      | 09-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1d. Elect Director Robert N. Duelks                               | Against   |
| Broadridge Financial Solutions, Inc.      | 09-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director Eileen K. Murray                               | Against   |
| Coherent Corp.                            | 09-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1a. Elect Director Joseph J. Corasanti                            | Against   |
| Coherent Corp.                            | 09-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director Patricia Hatter                                | Against   |
| Ningbo Deye Technology Co., Ltd.          | 13-Nov-23    | China     | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Organization-Related | 2. Approve Amendment and Addition of Company's Management Systems | Against   |
| Jack Henry & Associates, Inc.             | 14-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Matthew C. Flanigan                           | Withhold  |
| Jack Henry & Associates, Inc.             | 14-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.4. Elect Director Jacque R. Fiegel                              | Withhold  |
| Jack Henry & Associates, Inc.             | 14-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.6. Elect Director Laura G. Kelly                                | Withhold  |
| Jack Henry & Associates, Inc.             | 14-Nov-23    | USA       | G          | Director Election - Director Election | Elect Director  | 1.9. Elect Director Curtis A. Campbell                            | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|---|-----------|
| AngioDynamics, Inc.         | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Eileen O. Auen                                | Withhold  |
| AngioDynamics, Inc.         | 14-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Jan Stern Reed                                | Withhold  |
| AngioDynamics, Inc.         | 14-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Cardinal Health, Inc.       | 15-Nov-23    | USA    | G          | Compensation - Compensation                         | Stock Retention/Holding Period                                 | 5. Adopt Share Retention Policy For Senior Executives             | For       |
| Western Digital Corporation | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas Caulfield                               | Against   |
| Western Digital Corporation | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Stephanie A. Streeter                          | Against   |
| Western Digital Corporation | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Miyuki Suzuki                                  | Against   |
| Western Digital Corporation | 15-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Awo Ablo                                      | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jeffrey S. Berg                               | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Michael J. Boskin                             | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Safra A. Catz                                 | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Bruce R. Chizen                               | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director George H. Conrades                            | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Lawrence J. Ellison                           | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Rona A. Fairhead                              | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Jeffrey O. Henley                             | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Renee J. James                               | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Charles W. Moorman                           | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.12. Elect Director Leon E. Panetta                              | Withhold  |
| Oracle Corporation          | 15-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.13. Elect Director William G. Parrett                           | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Oracle Corporation        | 15-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.14. Elect Director Naomi O. Seligman                            | Withhold  |
| Oracle Corporation        | 15-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.15. Elect Director Vishal Sikka                                 | Withhold  |
| Oracle Corporation        | 15-Nov-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Oracle Corporation        | 15-Nov-23    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Oracle Corporation        | 15-Nov-23    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap   | 6. Report on Median and Adjusted Gender/Racial Pay Gaps           | For       |
| Oracle Corporation        | 15-Nov-23    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 7. Require Independent Board Chair                                | For       |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Rodney C. Adkins                               | Against   |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Brenda L. Freeman                              | Against   |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Avid Modjtabei                                 | Against   |
| Avnet, Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Adalio T. Sanchez                              | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Mike Biggs as Director                                | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Peter Duffy as Director                               | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Tracey Graham as Director                             | Against   |
| Close Brothers Group Plc  | 16-Nov-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Mark Pain as Director                                | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Carol Burt                                     | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Karen Drexler                                  | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Richard "Rich" Sulpizio                        | Against   |
| ResMed Inc.               | 16-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Ronald "Ron" Taylor                            | Against   |
| Gotion High-tech Co., Ltd | 16-Nov-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 2. Approve Formulation of External Donation Management System     | Against   |
| Lumentum Holdings Inc.    | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Penelope A. Herscher                           | Against   |
| Lumentum Holdings Inc.    | 17-Nov-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Julia S. Johnson                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| Lumentum Holdings Inc.          | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Janet S. Wong   | Against   |
| Lumentum Holdings Inc.          | 17-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation            | Against   |
| Lumentum Holdings Inc.          | 17-Nov-23    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan  | Against   |
| Fox Corporation                 | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Lachlan K. Murdoch  | Against   |
| Fox Corporation                 | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William A. Burck  | Against   |
| Fox Corporation                 | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Roland A. Hernandez                                       | Against   |
| Fox Corporation                 | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Paul D. Ryan  | Against   |
| Sysco Corporation               | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Daniel J. Brutto  | Against   |
| Sysco Corporation               | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Larry C. Glasscock  | Against   |
| Sysco Corporation               | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director John M. Hinshaw   | Against   |
| Sysco Corporation               | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Alison Kenney Paul  | Against   |
| Sysco Corporation               | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Sheila G. Talton  | Against   |
| Sysco Corporation               | 17-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation            | Against   |
| Sysco Corporation               | 17-Nov-23    | USA    | S          | Social - Animal Welfare                             | Animal Welfare   | 5. Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain | For       |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Charlene Barshefsky                                       | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Angela Wei Dong   | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Fabrizio Freda  | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Gary M. Lauder  | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Jane Lauder   | Withhold  |
| The Estee Lauder Companies Inc. | 17-Nov-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation            | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description                                  | Proposal Text   | Vote Cast |
|----------------------------|--------------|----------------|------------|---------------------------------------|---|---|-----------|
| Tianqi Lithium Corporation | 17-Nov-23    | China          | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Organization-Related | 1. Amend Policy for Selection and Appointment of Accounting Firms | Against   |
| Genus Plc                  | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 5. Re-elect Iain Ferguson as Director                             | Against   |
| Genus Plc                  | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 7. Re-elect Lysanne Gray as Director                              | Against   |
| Genus Plc                  | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 8. Re-elect Lesley Knox as Director                               | Against   |
| Genus Plc                  | 22-Nov-23    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 9. Re-elect Jason Chin as Director                                | Against   |
| NextDC Ltd.                | 24-Nov-23    | Australia      | G          | Director Election - Director Election | Elect Director  | 2. Elect Stuart Davis as Director                                 | Against   |
| SHIFT, Inc.                | 24-Nov-23    | Japan          | G          | Director Election - Director Election | Elect Director  | 2.1. Elect Director Tange, Masaru                                 | Against   |
| SHIFT, Inc.                | 24-Nov-23    | Japan          | G          | Director Election - Director Election | Elect Director  | 3.1. Elect Director and Audit Committee Member Arai, Yusuke       | Against   |
| Ramsay Health Care Limited | 28-Nov-23    | Australia      | G          | Director Election - Director Election | Elect Director  | 3.1. Elect Michael Stanley Siddle as Director                     | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director  | 1a. Elect Director Kelly Baker                                    | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director  | 1c. Elect Director Geoff Drabble                                  | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director  | 1d. Elect Director Catherine Halligan                             | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director  | 1e. Elect Director Brian May                                      | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director  | 1h. Elect Director Alan Murray                                    | Against   |
| Ferguson Plc               | 28-Nov-23    | Jersey         | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director Thomas Schmitt                                 | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director  | 1.6. Elect Director Grant H. Hill                                 | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director  | 1.7. Elect Director Sarah Hofstetter                              | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director  | 1.9. Elect Director Mary Alice Dorrance Malone                    | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director  | 1.11. Elect Director Kurt T. Schmidt                              | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | G          | Director Election - Director Election | Elect Director  | 1.12. Elect Director Archbold D. van Beuren                       | Against   |
| Campbell Soup Company      | 29-Nov-23    | USA            | S          | Social - Animal Welfare               | Animal Welfare  | 5. Report on 2025 Cage-Free Egg Goal                              | For       |
| Campbell Soup Company      | 29-Nov-23    | USA            | E          | Environmental - Climate               | Report on Climate Change                              | 6. Report on Climate Risk in Retirement Plan Options              | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Renishaw Plc                     | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 5. Re-elect Sir David McMurtry as Director  | Against   |
| Renishaw Plc                     | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 6. Re-elect John Deer as Director   | Against   |
| Renishaw Plc                     | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 9. Re-elect Catherine Glickman as Director  | Against   |
| Renishaw Plc                     | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 10. Re-elect Sir David Grant as Director  | Against   |
| Renishaw Plc                     | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 11. Re-elect Juliette Stacey as Director  | Against   |
| Renishaw Plc                     | 29-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 12. Re-elect Stephen Wilson as Director   | Against   |
| NCC Group Plc                    | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 7. Re-elect Chris Stone as Director   | Against   |
| NCC Group Plc                    | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 8. Re-elect Julie Chakraverty as Director   | Against   |
| NCC Group Plc                    | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 9. Re-elect Jennifer Duvalier as Director   | Against   |
| NCC Group Plc                    | 30-Nov-23    | United Kingdom | G          | Director Election - Director Election                 | Elect Director   | 12. Re-elect Lynn Fordham as Director   | Against   |
| Performance Food Group Company   | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1b. Elect Director Manuel A. Fernandez  | Against   |
| Performance Food Group Company   | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1c. Elect Director Barbara J. Beck  | Against   |
| Performance Food Group Company   | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1g. Elect Director Kimberly S. Grant  | Against   |
| Performance Food Group Company   | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1h. Elect Director Jeffrey M. Overly  | Against   |
| Performance Food Group Company   | 30-Nov-23    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1k. Elect Director Warren M. Thompson   | Against   |
| Ganfeng Lithium Group Co., Ltd.  | 30-Nov-23    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                       | 1. Approve Adoption of the 2023 Employee Stock Ownership Plan   | Against   |
| Ganfeng Lithium Group Co., Ltd.  | 30-Nov-23    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                       | 2. Approve Adoption of the Management Measures for the 2023 Employee Stock Ownership Plan                                 | Against   |
| Ganfeng Lithium Group Co., Ltd.  | 30-Nov-23    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                       | 3. Approve Authorization to the Board to Deal with Relevant Matters in Relation to the 2023 Employee Stock Ownership Plan | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative    | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 2.2. Elect Zhang Dongbin as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category                                  | Proposal Description   | Proposal Text  | Vote Cast |
|----------------------------------|--------------|----------------|------------|--|--|--|-----------|
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 2.4. Elect Tan Zui as Director   | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 3.1. Elect Zhu Yihong as Director  | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 3.2. Elect Zhu Chenggang as Director   | Against   |
| Ningbo Deye Technology Co., Ltd. | 04-Dec-23    | China          | G          | Director Election - Director Election - Cumulative | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 3.3. Elect Sha Liangliang as Director  | Against   |
| Vail Resorts, Inc.               | 06-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1h. Elect Director D. Bruce Sewell   | Against   |
| Vail Resorts, Inc.               | 06-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1i. Elect Director John F. Sorte   | Against   |
| Vail Resorts, Inc.               | 06-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1j. Elect Director Peter A. Vaughn   | Against   |
| Microsoft Corporation            | 07-Dec-23    | USA            | S          | Social - Weapons                                   | Weapons - Related  | 8. Report on Risks of Weapons Development  | For       |
| Microsoft Corporation            | 07-Dec-23    | USA            | E          | Environmental - Climate                            | Report on Climate Change   | 9. Report on Climate Risk in Retirement Plan Options                                   | For       |
| Microsoft Corporation            | 07-Dec-23    | USA            | S          | Social - Miscellaneous                             | Miscellaneous Proposal - Social                                      | 10. Publish a Tax Transparency Report  | For       |
| Microsoft Corporation            | 07-Dec-23    | USA            | S          | Social - Human Rights                              | Operations in High Risk Countries                                    | 11. Report on Risks of Operating in Countries with Significant Human Rights Concerns   | For       |
| Microsoft Corporation            | 07-Dec-23    | USA            | S          | Social - Miscellaneous                             | Miscellaneous Proposal - Social                                      | 13. Report on Risks Related to AI Generated Misinformation and Disinformation          | For       |
| Bill Holdings, Inc.              | 07-Dec-23    | USA            | G          | Director Election - Director Election              | Elect Director   | 1.2. Elect Director Peter Kight  | Withhold  |
| Gamuda Berhad                    | 07-Dec-23    | Malaysia       | G          | Director Election - Director Election              | Elect Director   | 5. Elect Chia Aun Ling as Director   | Against   |
| Gamuda Berhad                    | 07-Dec-23    | Malaysia       | G          | Audit Related - Auditor Related                    | Approve Auditors and Authorize Board to Fix Their Remuneration       | 6. Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration | Against   |
| Darktrace Plc                    | 07-Dec-23    | United Kingdom | G          | Director Election - Director Election              | Elect Director   | 4. Re-elect Gordon Hurst as Director   | Against   |
| Darktrace Plc                    | 07-Dec-23    | United Kingdom | G          | Director Election - Director Election              | Elect Director   | 9. Re-elect Lord Willetts as Director  | Against   |
| Darktrace Plc                    | 07-Dec-23    | United Kingdom | G          | Director Election - Director Election              | Elect Director   | 10. Re-elect Paul Harrison as Director   | Against   |
| Goodwe Technologies Co., Ltd.    | 07-Dec-23    | China          | G          | Company Articles - Article Amendments              | Amend Articles Board-Related   | 1. Amend Articles of Association and Management Systems                                | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                      | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| Copart, Inc.                                      | 08-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.5. Elect Director Daniel J. Englander                           | Against   |
| Copart, Inc.                                      | 08-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.7. Elect Director Thomas N. Tryforos                            | Against   |
| Copart, Inc.                                      | 08-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.8. Elect Director Diane M. Morefield                            | Against   |
| Copart, Inc.                                      | 08-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.10. Elect Director Cherylyn Harley LeBon                        | Against   |
| Copart, Inc.                                      | 08-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.11. Elect Director Carl D. Sparks                               | Against   |
| Copart, Inc.                                      | 08-Dec-23    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Nutanix, Inc.                                     | 08-Dec-23    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Steven J. Gomo                                 | Against   |
| Associated British Foods Plc                      | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 5. Re-elect Graham Allan as Director                              | Against   |
| Associated British Foods Plc                      | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 7. Re-elect Wolfhart Hauser as Director                           | Against   |
| Associated British Foods Plc                      | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 8. Re-elect Michael McLintock as Director                         | Against   |
| Associated British Foods Plc                      | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 10. Re-elect Dame Heather Rabbatts as Director                    | Against   |
| Associated British Foods Plc                      | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 11. Re-elect Richard Reid as Director                             | Against   |
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 7. Re-elect Deanna Oppenheimer as Director                        | Abstain   |
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 10. Re-elect Roger Perkin as Director                             | Abstain   |
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 12. Re-elect Andrea Blance as Director                            | Against   |
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 13. Re-elect Moni Mannings as Director                            | Against   |
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 15. Re-elect Penny James as Director                              | Against   |
| Hargreaves Lansdown Plc                           | 08-Dec-23    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 16. Re-elect Darren Pope as Director                              | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                     | 2. Approve Provision of Guarantee                                 | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                   | 4. Amend and Restate the Articles of Association                  | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 5.1. Amend Rules and Procedures Regarding General Meetings of Shareholders              | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 5.2. Amend Rules and Procedures Regarding Meetings of Board of Directors                | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 5.3. Amend Working System for Independent Directors                                     | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 5.4. Amend Management System for Raised Funds   | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 5.5. Amend Decision-making System for Related-Party Transaction                         | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 5.6. Amend Management System for Providing External Guarantees                          | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 5.7. Amend Management System for Providing External Investments                         | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 5.8. Amend Management System for Securities Investment, Futures and Derivatives Trading | Against   |
| Shanghai Putailai New Energy Technology Co., Ltd. | 08-Dec-23    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 5.9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors              | Against   |
| Fabrinet  | 12-Dec-23    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Seamus Grady  | Withhold  |
| Fabrinet  | 12-Dec-23    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Thomas F. Kelly   | Withhold  |
| Palo Alto Networks, Inc.                          | 12-Dec-23    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                       | Against   |
| Palo Alto Networks, Inc.                          | 12-Dec-23    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan   | Against   |
| TuSimple Holdings Inc.                            | 13-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mo Chen   | Withhold  |
| TuSimple Holdings Inc.                            | 13-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director James Lu  | Withhold  |
| Dechra Pharmaceuticals Plc                        | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Alison Platt as Director  | Against   |
| Dechra Pharmaceuticals Plc                        | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Anthony Griffin as Director   | Abstain   |
| Dechra Pharmaceuticals Plc                        | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Lisa Bright as Director   | Against   |
| Dechra Pharmaceuticals Plc                        | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Lawson Macartney as Director   | Against   |
| Dechra Pharmaceuticals Plc                        | 13-Dec-23    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect John Shipsey as Director   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|----------------|------------|---|--|--|-----------|
| Ambu A/S  | 13-Dec-23    | Denmark        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report   | Against   |
| Ambu A/S  | 13-Dec-23    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 6. Reelect Jorgen Jensen (Chair) as Director   | Abstain   |
| Ambu A/S  | 13-Dec-23    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 8.a. Reelect Christian Sagild as Director  | Abstain   |
| Ambu A/S  | 13-Dec-23    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 8.b. Reelect Michael del Prado as Director   | Abstain   |
| Aspen Technology, Inc.                            | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Ram R. Krishnan   | Against   |
| Aspen Technology, Inc.                            | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jill D. Smith   | Against   |
| CECEP Wind-Power Corp.                            | 14-Dec-23    | China          | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 4. Approve Signing of Financial Service Agreement  | Against   |
| FactSet Research Systems Inc.                     | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Robin A. Abrams   | Against   |
| FactSet Research Systems Inc.                     | 14-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Malcolm Frank   | Against   |
| National Australia Bank Limited                   | 15-Dec-23    | Australia      | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Simon McKeon as Director   | Against   |
| National Australia Bank Limited                   | 15-Dec-23    | Australia      | E          | Environmental - Climate                             | Report on Climate Change                                       | 5b. Approve Transition Plan Assessments  | For       |
| Ping An Healthcare and Technology Company Limited | 15-Dec-23    | Cayman Islands | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 3. Approve 2023 Financial Service Cooperation Framework Agreement, Proposed Annual Caps and Related Transactions | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1B. Elect Director JoEllen Lyons Dillon  | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1E. Elect Director Melina Higgins  | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1G. Elect Director Harry A. Korman   | Against   |
| Viatris Inc.                                      | 15-Dec-23    | USA            | G          | Director Election - Director Election               | Elect Director   | 1J. Elect Director Mark W. Parrish   | Against   |
| Dye & Durham Limited                              | 19-Dec-23    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Brian L. Derksen   | Withhold  |
| Dye & Durham Limited                              | 19-Dec-23    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Leslie O'Donoghue  | Withhold  |
| Dye & Durham Limited                              | 19-Dec-23    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Edward D. (Ted) Prittie  | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market         | ESG Pillar | Proposal Category                         | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Livent Corporation             | 19-Dec-23    | USA            | G          | Takeover Related - Takeover - Other       | Require Advance Notice for Shareholder Proposals/Nominations                     | 3. Require Advance Notice for Shareholder Proposals/Nominations                      | Against   |
| Livent Corporation             | 19-Dec-23    | USA            | G          | Takeover Related - Takeover - Restricting | Provide Directors May Only Be Removed for Cause                                  | 4. Provide Directors May Only Be Removed for Cause                                   | Against   |
| Guidewire Software, Inc.       | 19-Dec-23    | USA            | G          | Director Election - Director Election     | Elect Director   | 1b. Elect Director Paul Lavin  | Against   |
| Guidewire Software, Inc.       | 19-Dec-23    | USA            | G          | Director Election - Director Election     | Elect Director   | 1e. Elect Director Margaret Dillon   | Against   |
| Guidewire Software, Inc.       | 19-Dec-23    | USA            | G          | Director Election - Director Election     | Elect Director   | 1g. Elect Director Catherine P. Lego   | Against   |
| Sanan Optoelectronics Co. Ltd. | 19-Dec-23    | China          | G          | Director Related - Board Related          | Approve/Amend Regulations on Board of Directors                                  | 1. Amend Independent Director System   | Against   |
| AutoZone, Inc.                 | 20-Dec-23    | USA            | G          | Director Election - Director Election     | Elect Director   | 1.3. Elect Director Earl G. Graves, Jr.  | Against   |
| AutoZone, Inc.                 | 20-Dec-23    | USA            | G          | Director Election - Director Election     | Elect Director   | 1.4. Elect Director Enderson Guimaraes   | Against   |
| AutoZone, Inc.                 | 20-Dec-23    | USA            | G          | Director Election - Director Election     | Elect Director   | 1.6. Elect Director D. Bryan Jordan  | Against   |
| AutoZone, Inc.                 | 20-Dec-23    | USA            | G          | Director Election - Director Election     | Elect Director   | 1.10. Elect Director Jill A. Soltau  | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related          | Amend Articles of Association Regarding Party Committee                          | 1. Amend Articles of Association   | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Routine Business - Routine Business       | Approve/Amend Regulations on General Meetings                                    | 2. Amend Rules and Procedures Regarding General Meetings of Shareholders             | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related          | Approve/Amend Regulations on Board of Directors                                  | 3. Amend Rules and Procedures Regarding Meetings of Board of Directors               | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related          | Approve/Amend Regulations on Board of Directors                                  | 4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors             | Against   |
| CECEP Solar Energy Co., Ltd.   | 20-Dec-23    | China          | G          | Director Related - Board Related          | Approve/Amend Regulations on Board of Directors                                  | 5. Amend the Working Rules for Independent Directors                                 | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Director Election - Director Election     | Elect Director   | 2Ai. Elect Director Xu Lili  | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Director Election - Director Election     | Elect Director   | 2Aii. Elect Director Zhu Yonghua   | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Capitalization - Capital Issuance         | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| MINISO Group Holding Limited   | 21-Dec-23    | Cayman Islands | G          | Capitalization - Capital Issuance         | Authorize Reissuance of Repurchased Shares                                       | 4C. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Sungrow Power Supply Co., Ltd. | 22-Dec-23    | China          | G          | Compensation - Equity Compensation Plan   | Approve Restricted Stock Plan  | 1. Approve Draft and Summary of Performance Share Incentive Plan                     | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description                                    | Proposal Text   | Vote Cast |
|---|--------------|--------|------------|---|---|---|-----------|
| Sungrow Power Supply Co., Ltd.                        | 22-Dec-23    | China  | G          | Compensation - Equity Compensation Plan                         | Approve Restricted Stock Plan                           | 2. Approve Methods to Assess the Performance of Plan Participants                       | Against   |
| Sungrow Power Supply Co., Ltd.                        | 22-Dec-23    | China  | G          | Compensation - Equity Compensation Plan                         | Approve Restricted Stock Plan                           | 3. Approve Authorization of the Board to Handle All Related Matters                     | Against   |
| Sungrow Power Supply Co., Ltd.                        | 22-Dec-23    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Investment in Another Company                   | 5. Approve Capital Injection and Related Party Transaction                              | Against   |
| Sungrow Power Supply Co., Ltd.                        | 22-Dec-23    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary              | 7. Approve Provision of Guarantee   | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary              | 3. Approve Provision of Guarantee to Subsidiaries                                       | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee | 6. Amend Articles of Association  | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors         | 7. Amend Rules and Procedures Regarding Meetings of Board of Directors                  | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings           | 8. Amend Rules and Procedures Regarding General Meetings of Shareholders                | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors         | 9. Amend Rules and Procedures Regarding Meetings of Board of Supervisors                | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors         | 10. Amend Working System for Independent Directors                                      | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 11. Amend Special Management System for Raised Funds                                    | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 12. Amend Related-Party Transaction Management System                                   | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 13. Amend Entrusted Financial Management System   | Against   |
| LONGi Green Energy Technology Co., Ltd.               | 25-Dec-23    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related   | 14. Amend Securities Investment and Derivatives Trading Management System               | Against   |
| China Datang Corporation Renewable Power Co., Limited | 28-Dec-23    | China  | G          | Non-Routine Business - Related-Party Transactions               | Approve Transaction with a Related Party                | 3. Approve Deposit Services Under Financial Services Agreement and Proposed Annual Caps | Against   |
| JA Solar Technology Co., Ltd.                         | 28-Dec-23    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary              | 3. Approve Estimated Amount of Guarantee  | Against   |
| Canoo Inc.  | 29-Dec-23    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Tony Aquila   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|--------|------------|---|--|--|-----------|
| Canoo Inc.  | 29-Dec-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Josette Sheeran  | Withhold  |
| RingCentral, Inc.                                   | 29-Dec-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Kenneth Goldman  | Withhold  |
| RingCentral, Inc.                                   | 29-Dec-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Robert Theis   | Withhold  |
| RingCentral, Inc.                                   | 29-Dec-23    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Allan Thygesen   | Withhold  |
| RingCentral, Inc.                                   | 29-Dec-23    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| Shanghai Aiko Solar Energy Co., Ltd.                | 29-Dec-23    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend Working System for Independent Directors                          | Against   |
| TCL Zhonghuan Renewable Energy Technology Co., Ltd. | 29-Dec-23    | China  | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 2. Approve Financial Service Agreement                                     | Against   |
| Azrieli Group Ltd.                                  | 01-Jan-24    | Israel | G          | Director Election - Director Election               | Elect Director   | 1.4. Reelect Menachem Einan as Director                                    | Against   |
| Azrieli Group Ltd.                                  | 01-Jan-24    | Israel | G          | Director Election - Director Election               | Elect Director   | 1.6. Reelect Ariel Kor as Director   | Against   |
| Azrieli Group Ltd.                                  | 01-Jan-24    | Israel | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors          | Against   |
| Zscaler, Inc.                                       | 05-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1. Elect Director Jagtar (Jay) Chaudhry                                    | Withhold  |
| Zscaler, Inc.                                       | 05-Jan-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify PricewaterhouseCoopers LLP as Auditors                           | Against   |
| Zscaler, Inc.                                       | 05-Jan-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 2.1. Amend Rules and Procedures Regarding General Meetings of Shareholders | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2.2. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2.3. Amend Rules and Procedures Regarding Meetings of Board of Supervisors | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2.4. Amend Working System for Independent Directors                        | Against   |
| Piotech, Inc.                                       | 05-Jan-24    | China  | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 2.5. Amend Related-Party Transaction Management System                     | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Santander Bank Polska SA      | 11-Jan-24    | Poland         | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 5. Amend April 19, 2023, AGM, Resolution Re: Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program | Against   |
| Tianqi Lithium Corporation    | 12-Jan-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 4. Amend Working Rules for Independent Directors   | Against   |
| China Yangtze Power Co., Ltd. | 16-Jan-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee        | 2. Amend Articles of Association and Rules and Procedures for Meetings   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 3. Re-elect David Lowden as Director   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Andy Smith as Director   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Anne Thorburn as Director  | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Geraldine Huse as Director   | Against   |
| Diploma Plc                   | 17-Jan-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Dean Finch as Director  | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Barbara K. Allen  | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael R. Buchanan   | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Benjamin S. Carson, Sr.   | Against   |
| D.R. Horton, Inc.             | 17-Jan-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Eve Burton  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Tekedra Mawakana  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Suzanne Nora Johnson  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Thomas Szkutak  | Against   |
| Intuit Inc.                   | 18-Jan-24    | USA            | E          | Environmental - Climate                             | Report on Climate Change                                       | 6. Report on Climate Risk in Retirement Plan Options   | For       |
| Super Micro Computer, Inc.    | 22-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Judy Lin  | Withhold  |
| Super Micro Computer, Inc.    | 22-Jan-24    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan  | Against   |
| Visa Inc.                     | 23-Jan-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Lloyd A. Carney   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description                 | Proposal Text   | Vote Cast |
|--------------------------------|--------------|--------|------------|---------------------------------------|--------------------------------------|---|-----------|
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1b. Elect Director Kermit R. Crawford   | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1d. Elect Director Ramon Laguarta   | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1f. Elect Director John F. Lundgren   | Against   |
| Visa Inc.                      | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1j. Elect Director Linda J. Rendle  | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1.1. Elect Director William M. Brown  | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1.2. Elect Director Catherine M. Burzik   | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1.5. Elect Director Claire M. Fraser  | Against   |
| Becton, Dickinson and Company  | 23-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1.7. Elect Director Christopher Jones   | Against   |
| Catalent, Inc.                 | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1a. Elect Director Michael J. Barber  | Against   |
| Catalent, Inc.                 | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1c. Elect Director J. Martin Carroll  | Against   |
| Catalent, Inc.                 | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1d. Elect Director Rolf Classon   | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1b. Elect Director Inderpal S. Bhandari   | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1c. Elect Director Ginger L. Graham   | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1g. Elect Director John A. Lederer  | Against   |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | S          | Social - Health & Safety              | Prepare Tobacco-Related Report       | 5. Report on Cigarette Waste  | For       |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | G          | Director Related - Board Related      | Require Independent Board Chairman   | 6. Require Independent Board Chair  | For       |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | S          | Social - Miscellaneous                | Miscellaneous Proposal - Social      | 7. Establish a Company Compensation Policy of Paying a Living Wage                        | For       |
| Walgreens Boots Alliance, Inc. | 25-Jan-24    | USA    | S          | Social - Health & Safety              | Prepare Report on Health Care Reform | 9. Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation | For       |
| Post Holdings, Inc.            | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1.1. Elect Director William P. Stiritz  | Against   |
| Post Holdings, Inc.            | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1.2. Elect Director Thomas C. Erb   | Against   |
| Post Holdings, Inc.            | 25-Jan-24    | USA    | G          | Director Election - Director Election | Elect Director                       | 1.3. Elect Director Jennifer Kuperman   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                            | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|--------|------------|---|--|--|-----------|
| TravelSky Technology Limited            | 25-Jan-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Share Appreciation Rights/Approve Phantom Option Plan  | 1. Approve Phase III H Share Appreciation Rights Scheme, Grant of Share Appreciation Rights to the Incentive Recipients, Corresponding Adjustments to the Exercise Prices and Number of Share Appreciation Rights, Amend Scheme and Related Transactions | Against   |
| Jabil Inc.                              | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Steven A. Raymund   | Against   |
| Jabil Inc.                              | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director David M. Stout  | Against   |
| Jabil Inc.                              | 25-Jan-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting   | For       |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Tonic M. Calaway  | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles Cogut   | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Lisa A. Davis   | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Edward L. Monser  | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Matthew H. Paull  | Against   |
| Air Products and Chemicals, Inc.        | 25-Jan-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Hainan Airport Infrastructure Co., Ltd. | 26-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 1. Approve to Formulate Working System for Independent Directors   | Against   |
| Yifeng Pharmacy Chain Co., Ltd.         | 29-Jan-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend Working System for Independent Directors  | Against   |
| Kobe Bussan Co., Ltd.                   | 30-Jan-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Numata, Hirokazu   | Against   |
| Kobe Bussan Co., Ltd.                   | 30-Jan-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director and Audit Committee Member Ieki, Takeshi   | Against   |
| Metro Inc.                              | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Lori-Ann Beausoleil  | Withhold  |
| Metro Inc.                              | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Maryse Bertrand  | Withhold  |
| Metro Inc.                              | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Pierre Boivin  | Withhold  |
| Metro Inc.                              | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Stephanie Coyles   | Withhold  |
| Metro Inc.                              | 30-Jan-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Christine Magee   | Withhold  |



## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------------|--------------|---------|------------|---|--|---|-----------|
| Metro Inc.                         | 30-Jan-24    | Canada  | S          | Social - Animal Welfare                             | Animal Welfare   | 4. SP 1: Report on Cage-Free Egg Goal   | For       |
| Metro Inc.                         | 30-Jan-24    | Canada  | G          | Routine Business - Routine Business                 | Amend Meeting Procedures                                       | 5. SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements | For       |
| Metro Inc.                         | 30-Jan-24    | Canada  | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social               | 7. SP 4: Report on Anticompetitive Practices  | For       |
| Hormel Foods Corporation           | 30-Jan-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Gary C. Bhojwani   | Against   |
| Hormel Foods Corporation           | 30-Jan-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Elsa A. Murano   | Against   |
| Hormel Foods Corporation           | 30-Jan-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director William A. Newlands  | Against   |
| Hormel Foods Corporation           | 30-Jan-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jose Luis Prado  | Against   |
| Hormel Foods Corporation           | 30-Jan-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Steven A. White  | Against   |
| Hormel Foods Corporation           | 30-Jan-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| CGI Inc.                           | 31-Jan-24    | Canada  | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director George A. Cope  | Withhold  |
| CGI Inc.                           | 31-Jan-24    | Canada  | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Michael B. Pedersen   | Withhold  |
| CGI Inc.                           | 31-Jan-24    | Canada  | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Mary G. Powell   | Withhold  |
| CGI Inc.                           | 31-Jan-24    | Canada  | G          | Routine Business - Routine Business                 | Amend Meeting Procedures                                       | 4. SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings  | For       |
| Sangfor Technologies, Inc.         | 31-Jan-24    | China   | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 1. Amend Working System for Independent Directors   | Against   |
| Eastroc Beverage (Group) Co., Ltd. | 01-Feb-24    | China   | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 2. Amend Working System for Independent Directors   | Against   |
| Verbio SE                          | 02-Feb-24    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report  | Against   |
| Franklin Resources, Inc.           | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Mariann Byerwalter   | Against   |
| Franklin Resources, Inc.           | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Alexander S. Friedman  | Against   |
| Franklin Resources, Inc.           | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director John Y. Kim  | Against   |
| Franklin Resources, Inc.           | 06-Feb-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Karen M. King  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market         | ESG Pillar | Proposal Category                       | Proposal Description          | Proposal Text   | Vote Cast |
|--------------------------|--------------|----------------|------------|---|-------------------------------|---|-----------|
| Franklin Resources, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1h. Elect Director Anthony J. Noto  | Against   |
| Franklin Resources, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1i. Elect Director John W. Thiel  | Against   |
| Franklin Resources, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1j. Elect Director Seth H. Waugh  | Against   |
| Franklin Resources, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1k. Elect Director Geoffrey Y. Yang   | Against   |
| Franklin Resources, Inc. | 06-Feb-24    | USA            | G          | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan      | 3. Amend Omnibus Stock Plan   | Against   |
| Dolby Laboratories, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1.2. Elect Director Peter Gotcher   | Withhold  |
| Dolby Laboratories, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1.3. Elect Director David Dolby   | Withhold  |
| Dolby Laboratories, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1.4. Elect Director Tony Prophet  | Withhold  |
| Dolby Laboratories, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1.6. Elect Director Simon Segars  | Withhold  |
| Dolby Laboratories, Inc. | 06-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1.8. Elect Director Avadis Tevanian, Jr.  | Withhold  |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1a. Elect Director John H. Tyson  | Against   |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1b. Elect Director Les R. Baledge   | Against   |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1c. Elect Director Mike Beebe   | Against   |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1e. Elect Director David J. Bronczek  | Against   |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | G          | Director Election - Director Election   | Elect Director                | 1m. Elect Director Barbara A. Tyson   | Against   |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | E, S       | E&S Blended - Climate                   | Climate Change Lobbying       | 3. Report on Climate Lobbying   | For       |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | S          | Social - Human Rights                   | Human Rights Risk Assessment  | 4. Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain | For       |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | E          | Environmental - Other                   | Community -Environment Impact | 5. Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains         | For       |
| Tyson Foods, Inc.        | 08-Feb-24    | USA            | E          | Environmental - Pollution               | Recycling                     | 6. Report on Opportunities to Support Circular Economy for Packaging                  | For       |
| Compass Group Plc        | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election   | Elect Director                | 6. Re-elect Ian Meakins as Director   | Against   |
| Compass Group Plc        | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election   | Elect Director                | 9. Re-elect Stefan Bomhard as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect John Bryant as Director                              | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Arlene Isaacs-Lowe as Director                       | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Anne-Francoise Nesmes as Director                    | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Sundar Raman as Director                             | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 14. Re-elect Nelson Silva as Director                             | Against   |
| Compass Group Plc         | 08-Feb-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Ireena Vittal as Director                            | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jocelyn D. Chertoff                            | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Timothy E. Guertin                             | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Jay K. Kunkel                                  | Against   |
| Varex Imaging Corporation | 08-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Walter M. Rosebrough, Jr.                      | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Braden R. Kelly                                | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director James D. Kirsner                               | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Joanna Rees                                    | Against   |
| Fair Isaac Corporation    | 14-Feb-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| PTC Inc.                  | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Janice Chaffin                                | Withhold  |
| PTC Inc.                  | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Amar Hanspal                                  | Withhold  |
| PTC Inc.                  | 14-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Paul Lacy                                     | Withhold  |
| PTC Inc.                  | 14-Feb-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| Cerence Inc.              | 15-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Arun Sarin                                    | Against   |
| Cerence Inc.              | 15-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Marianne Budnik                               | Against   |
| Cerence Inc.              | 15-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Douglas Davis                                 | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Raymond James Financial, Inc. | 22-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Robert M. Dutkowsky   | Against   |
| Raymond James Financial, Inc. | 22-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Jeffrey N. Edwards  | Against   |
| Raymond James Financial, Inc. | 22-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Anne Gates  | Against   |
| Raymond James Financial, Inc. | 22-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Roderick C. McGearry  | Against   |
| Apple Inc.                    | 28-Feb-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap   | 6. Report on Median Gender/Racial Pay Gap  | For       |
| Apple Inc.                    | 28-Feb-24    | USA            | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social  | 7. Report on Use of Artificial Intelligence  | For       |
| Deere & Company               | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Tamra A. Erwin  | Against   |
| Deere & Company               | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael O. Johanns  | Against   |
| Deere & Company               | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Clayton M. Jones  | Against   |
| Deere & Company               | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Sherry M. Smith   | Against   |
| Deere & Company               | 28-Feb-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Sheila G. Talton  | Against   |
| Deere & Company               | 28-Feb-24    | USA            | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                                   | 6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote                  | For       |
| Kone Oyj                      | 29-Feb-24    | Finland        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 10. Approve Remuneration Report (Advisory Vote)  | Against   |
| Kone Oyj                      | 29-Feb-24    | Finland        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against   |
| Kone Oyj                      | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.a. Reelect Matti Alahuhta as Director   | Against   |
| Kone Oyj                      | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.d. Reelect Antti Herlin as Director   | Against   |
| Kone Oyj                      | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.f. Reelect Jussi Herlin as Director   | Against   |
| Kone Oyj                      | 29-Feb-24    | Finland        | G          | Director Election - Director Election               | Elect Director   | 14.h. Reelect Ravi Kant as Director  | Against   |
| Kone Oyj                      | 29-Feb-24    | Finland        | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 19. Approve Issuance of Shares and Options without Preemptive Rights                   | Against   |
| Virgin Money UK Plc           | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect David Bennett as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name          | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------|--------------|----------------|------------|---|--|---|-----------|
| Virgin Money UK Plc   | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Geeta Gopalan as Director                                   | Against   |
| Virgin Money UK Plc   | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Elena Novokreshchenova as Director                          | Against   |
| Virgin Money UK Plc   | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Darren Pope as Director                                    | Against   |
| Virgin Money UK Plc   | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Tim Wade as Director                                       | Against   |
| Virgin Money UK Plc   | 01-Mar-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Sara Weller as Director                                    | Against   |
| Novozymes A/S         | 04-Mar-24    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 3.c. Elect Kim Stratton as Director                                     | Abstain   |
| QUALCOMM Incorporated | 05-Mar-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Sylvia Acevedo                                       | Against   |
| QUALCOMM Incorporated | 05-Mar-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ann M. Livermore                                     | Against   |
| QUALCOMM Incorporated | 05-Mar-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Jean-Pascal Tricoire                                 | Against   |
| Nordson Corporation   | 05-Mar-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Milton M. Morris                                    | Withhold  |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 6.4. Reelect Patrice Bula as Director                                   | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 6.6. Reelect Bridgette Heller as Director                               | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 6.7. Reelect Daniel Hochstrasser as Director                            | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 6.11. Reelect Charles Sawyers as Director                               | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 6.12. Reelect William Winters as Director                               | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.1. Reappoint Patrice Bula as Member of the Compensation Committee     | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.2. Reappoint Bridgette Heller as Member of the Compensation Committee | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.4. Reappoint William Winters as Member of the Compensation Committee  | Against   |
| Novartis AG           | 05-Mar-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)                                    | Against   |
| Demant A/S            | 06-Mar-24    | Denmark        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report (Advisory Vote)                          | Against   |
| Demant A/S            | 06-Mar-24    | Denmark        | G          | Director Election - Director Election               | Elect Director   | 6.a. Reelect Niels B. Christiansen as Director                          | Abstain   |

## Analysis of Votes Against Management (Continued)

| Company Name                                 | Meeting Date | Market  | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|---------|------------|---|--|--|-----------|
| Demant A/S                                   | 06-Mar-24    | Denmark | G          | Director Election -<br>Director Election                  | Elect Director   | 6.b. Reelect Niels Jacobsen as Director  | Abstain   |
| Hologic, Inc.                                | 07-Mar-24    | USA     | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation   | Against   |
| TransDigm Group<br>Incorporated              | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Jane M. Cronin   | Withhold  |
| TransDigm Group<br>Incorporated              | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director Michael Graff  | Withhold  |
| TransDigm Group<br>Incorporated              | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Gary E. McCullough   | Withhold  |
| TransDigm Group<br>Incorporated              | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.7. Elect Director Michele L. Santana   | Withhold  |
| TransDigm Group<br>Incorporated              | 07-Mar-24    | USA     | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation   | Against   |
| Applied Materials, Inc.                      | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Judy Bruner   | Against   |
| Applied Materials, Inc.                      | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director Alexander A. Karsner  | Against   |
| Applied Materials, Inc.                      | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1i. Elect Director Yvonne McGill   | Against   |
| Applied Materials, Inc.                      | 07-Mar-24    | USA     | S          | Social - Political Spending                               | Political Lobbying Disclosure  | 4. Report on Lobbying Payments and<br>Policy   | For       |
| Applied Materials, Inc.                      | 07-Mar-24    | USA     | S          | Social - Diversity, Equity,<br>& Inclusion                | Gender Pay Gap   | 5. Report on Median and Adjusted<br>Gender/Racial Pay Gaps   | For       |
| MACOM Technology Solutions<br>Holdings, Inc. | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 2.1. Elect Director John Ritchie   | Withhold  |
| MACOM Technology Solutions<br>Holdings, Inc. | 07-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 2.2. Elect Director Jihye Whang<br>Rosenband   | Withhold  |
| MACOM Technology Solutions<br>Holdings, Inc. | 07-Mar-24    | USA     | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation   | Against   |
| Wartsila Oyj Abp                             | 07-Mar-24    | Finland | G          | Director Election -<br>Director Election -<br>Bundled     | Elect Directors (Bundled)  | 13. Reelect Karen Bomba, Morten H.<br>Engelstoft, Karin Falk, Johan Forssell,<br>Tom Johnstone (Chair), Mats Rahmstrom,<br>Tiina Tuomela and Mika Vehvilainen<br>(Vice-Chair) as Directors | Against   |
| Sanmina Corporation                          | 11-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Eugene A. Delaney   | Against   |
| Sanmina Corporation                          | 11-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director Krish Prabhu  | Against   |
| Sanmina Corporation                          | 11-Mar-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Mario M. Rosati   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|---------|------------|---|--|---|-----------|
| Adient plc                       | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Peter H. Carlin                                | Against   |
| Adient plc                       | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Richard Goodman                                | Against   |
| Adient plc                       | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jose M. Gutierrez                              | Against   |
| Adient plc                       | 12-Mar-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Barb J. Samardzich                             | Against   |
| Cencora, Inc.                    | 12-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Lon R. Greenberg                               | Against   |
| Cencora, Inc.                    | 12-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Redonda G. Miller                              | Against   |
| Cencora, Inc.                    | 12-Mar-24    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Analog Devices, Inc.             | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Andre Andonian                                 | Against   |
| Analog Devices, Inc.             | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director James A. Champy                                | Against   |
| Analog Devices, Inc.             | 13-Mar-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Analog Devices, Inc.             | 13-Mar-24    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Analog Devices, Inc.             | 13-Mar-24    | USA     | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement                          | 4. Adopt Simple Majority Vote                                     | For       |
| GN Store Nord A/S                | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.1. Reelect Jukka Pekka Pertola as Director                    | Abstain   |
| GN Store Nord A/S                | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.2. Reelect Klaus Holse as Director                            | Abstain   |
| GN Store Nord A/S                | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.3. Reelect Helene Barnekow as Director                        | Abstain   |
| GN Store Nord A/S                | 13-Mar-24    | Denmark | G          | Director Election - Director Election               | Elect Director   | 7.b.4. Reelect Anette Weber as Director                           | Abstain   |
| Starbucks Corporation            | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Ritch Allison                                  | Withhold  |
| Starbucks Corporation            | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Melody Hobson                                  | Withhold  |
| Starbucks Corporation            | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Jorgen Vig Knudstorp                           | Withhold  |
| Starbucks Corporation            | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Satya Nadella                                  | Withhold  |
| Kulicke & Soffa Industries, Inc. | 13-Mar-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mui Sung Yeo                                  | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Kulicke & Soffa Industries, Inc.   | 13-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David Jeffrey Richardson  | Withhold  |
| Genmab A/S                         | 13-Mar-24    | Denmark     | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members     | 7.a. Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work | Against   |
| Genmab A/S                         | 13-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 7.d. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board   | Against   |
| TE Connectivity Ltd.               | 13-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jean-Pierre Clamadiou  | Against   |
| TE Connectivity Ltd.               | 13-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director William A. Jeffrey   | Against   |
| TE Connectivity Ltd.               | 13-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Syaru Shirley Lin  | Against   |
| Johnson Controls International plc | 13-Mar-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jean Blackwell   | Against   |
| Johnson Controls International plc | 13-Mar-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ayesha Khanna  | Against   |
| Johnson Controls International plc | 13-Mar-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Jurgen Tinggren  | Against   |
| Agilent Technologies, Inc.         | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mala Anand  | Against   |
| Agilent Technologies, Inc.         | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Koh Boon Hwee   | Against   |
| Agilent Technologies, Inc.         | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Daniel K. Podolsky  | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Elizabeth L. Buse  | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Michael L. Dreyer  | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Alan J. Higginson  | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Nikhil Mehta   | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Michael F. Montoya   | Against   |
| F5, Inc.                           | 14-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Sripada Shivananda   | Against   |
| DSV A/S                            | 14-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report  | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------|--------------|-------------|------------|---|--|---|-----------|
| DSV A/S                    | 14-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.1. Reelect Thomas Plenborg as Director                          | Abstain   |
| DSV A/S                    | 14-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.3. Reelect Marie-Louise Aamund as Director                      | Abstain   |
| DSV A/S                    | 14-Mar-24    | Denmark     | G          | Director Election - Director Election               | Elect Director   | 6.7. Reelect Benedikte Leroy as Director                          | Abstain   |
| HEICO Corporation          | 15-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Mark H. Hildebrandt                           | Against   |
| HEICO Corporation          | 15-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Alan Schriesheim                              | Against   |
| HEICO Corporation          | 15-Mar-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Yuhan Corp.                | 15-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2.3. Amend Articles of Incorporation (Issuance of New Shares)     | Against   |
| Yuhan Corp.                | 15-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 2.4. Amend Articles of Incorporation (Public Offering)            | Against   |
| Pepco Group NV             | 15-Mar-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2b. Approve Remuneration Report                                   | Against   |
| Pepco Group NV             | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6b. Reelect Neil Brown as Director                                | Against   |
| Pepco Group NV             | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6c. Reelect Maria Fernanda Mejia as Director                      | Against   |
| Pepco Group NV             | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6d. Reelect Brendan Connolly as Director                          | Against   |
| Pepco Group NV             | 15-Mar-24    | Netherlands | G          | Director Election - Director Election               | Elect Director   | 6f. Reelect Paul Soldatos as Director                             | Against   |
| Pepco Group NV             | 15-Mar-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                                    | 8. Amend Long-Term Incentive Plan                                 | Against   |
| Pepco Group NV             | 15-Mar-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 9. Amend Remuneration Policy                                      | Against   |
| The Cooper Companies, Inc. | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Colleen E. Jay                                | Against   |
| The Cooper Companies, Inc. | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director William A. Kozy                               | Against   |
| The Cooper Companies, Inc. | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Cynthia L. Lucchese                           | Against   |
| The Cooper Companies, Inc. | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Maria Rivas                                   | Against   |
| The Cooper Companies, Inc. | 19-Mar-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Bradley W. Buss   | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Lydia H. Kennard  | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Daniel R. Tishman   | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Sander van't Noordende  | Against   |
| AECOM                            | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Janet C. Wolfenbarger   | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 14a2. Reelect Signhild Arnegard Hansen as Director  | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 14a9. Reelect Helena Saxon as Director  | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 14a11. Reelect Marcus Wallenberg as Director  | Against   |
| Skandinaviska Enskilda Banken AB | 19-Mar-24    | Sweden      | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 14b. Reelect Marcus Wallenberg as Board Chair   | Against   |
| The Toro Company                 | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Gary L. Ellis   | Withhold  |
| The Toro Company                 | 19-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jill M. Pemberton   | Withhold  |
| The Toro Company                 | 19-Mar-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                         | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members                 | 5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million          | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1. Reelect Silvio Napoli as Director and Board Chair                                    | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.1. Reelect Alfred Schindler as Director   | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.3. Reelect Luc Bonnard as Director  | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.5. Reelect Guenter Schaeuble as Director  | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.6. Reelect Tobias Staehelin as Director   | Against   |
| Schindler Holding AG             | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.7. Reelect Carole Vischer as Director   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                     | Proposal Text  | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Schindler Holding AG     | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.2.8. Reelect Petra Winkler as Director   | Against   |
| Schindler Holding AG     | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.3. Elect Christoph Maeder as Director  | Against   |
| Schindler Holding AG     | 19-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.4. Elect Thomas Zurbuchen as Director  | Against   |
| Schindler Holding AG     | 19-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                   | 6.6. Appoint Petra Winkler as Member of the Compensation Committee   | Against   |
| Schindler Holding AG     | 19-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)  | Against   |
| Swiss Prime Site AG      | 19-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 7. Transact Other Business (Voting)  | Against   |
| Hyundai Mobis Co., Ltd.  | 20-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Keith Witek as Outside Director   | Against   |
| Hyundai Mobis Co., Ltd.  | 20-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.2. Elect Park Gi-tae as Inside Director  | Against   |
| Hyundai Mobis Co., Ltd.  | 20-Mar-24    | South Korea | G          | Director Related - Committee Election               | Elect Member of Audit Committee                          | 4. Elect Keith Witek as a Member of Audit Committee  | Against   |
| Svenska Handelsbanken AB | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.1. Reelect Jon Fredrik Baksaas as Director  | Against   |
| Svenska Handelsbanken AB | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.5. Reelect Par Boman as Director  | Against   |
| Svenska Handelsbanken AB | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.8. Reelect Fredrik Lundberg as Director   | Against   |
| Svenska Handelsbanken AB | 20-Mar-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 19.9. Reelect Ulf Riese as Director  | Against   |
| Svenska Handelsbanken AB | 20-Mar-24    | Sweden      | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                       | 20. Reelect Par Boman as Board Chairman  | Against   |
| TD SYNnex Corporation    | 20-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Hau Lee  | Withhold  |
| TD SYNnex Corporation    | 20-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Nayaki Nayyar  | Withhold  |
| TD SYNnex Corporation    | 20-Mar-24    | USA         | G          | Corporate Governance - Shareholder Rights           | Amend Vote Requirements to Amend Articles/Bylaws/Charter | 5. Adopt Simple Majority Vote  | For       |
| Orion Oyj                | 20-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                              | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management   | Against   |
| Orion Oyj                | 20-Mar-24    | Finland     | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                | 14. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Zealand Pharma A/S          | 20-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 7. Amend Guidelines for Incentive-Based Compensation for Executive Management and Board  | Against   |
| Zealand Pharma A/S          | 20-Mar-24    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 8. Approve Remuneration Report (Advisory Vote)   | Against   |
| Zealand Pharma A/S          | 20-Mar-24    | Denmark     | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 10. Approve Creation of DKK 12.5 Million Pool of Capital without Preemptive Rights   | Against   |
| Gjensidige Forsikring ASA   | 20-Mar-24    | Norway      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 7. Approve Remuneration Statement  | Against   |
| Gjensidige Forsikring ASA   | 20-Mar-24    | Norway      | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)  | 10.a. Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director | Against   |
| Keysight Technologies, Inc. | 21-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Charles J. Dockendorff   | Against   |
| Keysight Technologies, Inc. | 21-Mar-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Robert A. Rango  | Against   |
| Keysight Technologies, Inc. | 21-Mar-24    | USA         | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement  | 7. Adopt Simple Majority Vote  | For       |
| ORION Corp. (Korea)         | 21-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Lee Wook as Outside Director  | Against   |
| ORION Corp. (Korea)         | 21-Mar-24    | South Korea | G          | Director Related - Committee Election               | Elect Member of Audit Committee  | 4.1. Elect Lee Wook as a Member of Audit Committee   | Against   |
| ORION Corp. (Korea)         | 21-Mar-24    | South Korea | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors       | 5. Approve Total Remuneration of Inside Directors and Outside Directors  | Against   |
| Banco Santander SA          | 21-Mar-24    | Spain       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 6.A. Approve Remuneration Policy   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1. Reelect Michael Suess as Director and Board Chair   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Paul Adams as Director  | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.4. Reelect Inka Koljonen as Director   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.6. Reelect Alexey Moskov as Director   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.7. Reelect Gerhard Pegam as Director   | Against   |
| OC Oerlikon Corp. AG        | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.8. Reelect Zhenguo Yao as Director   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------|--------------|-------------|------------|---|--|---|-----------|
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.1. Reappoint Paul Adams as Member of the Human Resources Committee                      | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.2. Reappoint Inka Koljonen as Member of the Human Resources Committee                   | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.3. Reappoint Alexey Moskov as Member of the Human Resources Committee                   | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.4. Reappoint Gerhard Pegam as Member of the Human Resources Committee                   | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.5. Reappoint Zhenguo Yao as Member of the Human Resources Committee                     | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 9. Approve Remuneration Report  | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million | Against   |
| OC Oerlikon Corp. AG    | 21-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 13. Transact Other Business (Voting)  | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 7.3. Reelect Lars Foerberg as Director  | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 7.6. Reelect Jennifer Xin-Zhe Li as Director  | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 7.10. Reelect Peter Voser as Director and Board Chair                                     | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 8.3. Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee                | Against   |
| ABB Ltd.                | 21-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 11. Transact Other Business (Voting)  | Against   |
| CHUNBO Co., Ltd.        | 21-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                               | 2. Amend Articles of Incorporation  | Against   |
| Carl Zeiss Meditec AG   | 21-Mar-24    | Germany     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | 8. Elect Stefan Mueller to the Supervisory Board  | Against   |
| Carl Zeiss Meditec AG   | 21-Mar-24    | Germany     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 9. Approve Remuneration Report  | Against   |
| DOUZONE BIZON Co., Ltd. | 21-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Kim Yong-woo as Inside Director  | Against   |
| DOUZONE BIZON Co., Ltd. | 21-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Lee Gang-su as Inside Director   | Against   |
| Givaudan SA             | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.2. Reelect Ingrid Deltenre as Director  | Against   |
| Givaudan SA             | 21-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.4. Reelect Sophie Gasperment as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name      | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------|--------------|-------------|------------|---|--|--|-----------|
| Givaudan SA       | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 6.1.5. Reelect Calvin Grieder as Director and Board Chair                              | Against   |
| Givaudan SA       | 21-Mar-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 6.1.7. Reelect Tom Knutzen as Director   | Against   |
| Givaudan SA       | 21-Mar-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration Committee   | 6.2.2. Reappoint Ingrid Deltenre as Member of the Compensation Committee               | Against   |
| Givaudan SA       | 21-Mar-24    | Switzerland | G          | Routine Business -<br>Routine Business                    | Other Business   | 8. Transact Other Business (Voting)  | Against   |
| Valmet Corp.      | 21-Mar-24    | Finland     | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Approve Remuneration Policy  | 10. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against   |
| Valmet Corp.      | 21-Mar-24    | Finland     | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                             | 11. Approve Remuneration Report (Advisory Vote)  | Against   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Director   | 6.1. Reelect Helge Lund (Chair) as Director  | Abstain   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Director   | 6.2. Reelect Henrik Poulsen (Vice Chair) as Director                                   | Abstain   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Director   | 6.3c. Reelect Sylvie Gregoire as Director  | Abstain   |
| Novo Nordisk A/S  | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Director   | 6.3d. Reelect Kasim Kutay as Director  | Abstain   |
| Ciena Corporation | 21-Mar-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Hassan M. Ahmed   | Against   |
| Ciena Corporation | 21-Mar-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Patrick T. Gallagher  | Against   |
| Danske Bank A/S   | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Director   | 6.a. Reelect Martin Blessing as Director   | Abstain   |
| Danske Bank A/S   | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Director   | 6.f. Reelect Helle Valentin as Director  | Abstain   |
| Jyske Bank A/S    | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1. Elect Members of Committee of Representatives (Vote for All Candidates)           | Abstain   |
| Jyske Bank A/S    | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.1. Reelect Annette Bache as Member of Committee of Representatives                 | Abstain   |
| Jyske Bank A/S    | 21-Mar-24    | Denmark     | G          | Director Election -<br>Director Election                  | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.2. Reelect Asger Fredslund Pedersen as Member of Committee of Representatives      | Abstain   |

## Analysis of Votes Against Management (Continued)

| Company Name   | Meeting Date | Market  | ESG Pillar | Proposal Category                     | Proposal Description   | Proposal Text  | Vote Cast |
|----------------|--------------|---------|------------|---------------------------------------|--|--|-----------|
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.3. Reelect Dorte Brix Nagell as Member of Committee of Representatives         | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.4. Reelect Frank Buch-Andersen as Member of Committee of Representatives       | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.5. Reelect Hans Bonde Hansen as Member of Committee of Representatives         | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.6. Reelect Jan Poul Crilles Tonnesen as Member of Committee of Representatives | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.7. Reelect Jens Kramer Mikkelsen as Member of Committee of Representatives     | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.8. Reelect Jens-Christian Bay as Member of Committee of Representatives        | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.1.9. Reelect Jesper Brockner Nielsen as Member of Committee of Representatives   | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.110. Reelect Jorgen Hellesoe Mathiesen as Member of Committee of Representatives | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.111. Reelect Kim Elfving as Member of Committee of Representatives               | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.112. Reelect Marie Louise Pind as Member of Committee of Representatives         | Abstain   |
| Jyske Bank A/S | 21-Mar-24    | Denmark | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.113. Reelect Philip Baruch as Member of Committee of Representatives             | Abstain   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market      | ESG Pillar | Proposal Category                     | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|-------------|------------|---------------------------------------|--|---|-----------|
| Jyske Bank A/S                  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.114. Reelect Steen Jensen as Member of Committee of Representatives           | Abstain   |
| Jyske Bank A/S                  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.115. Reelect Soren Elmann Ingerslev as Member of Committee of Representatives | Abstain   |
| Jyske Bank A/S                  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.116. Reelect Soren Lynggaard as Member of Committee of Representatives        | Abstain   |
| Jyske Bank A/S                  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.117. Reelect Soren Tscherning as Member of Committee of Representatives       | Abstain   |
| Jyske Bank A/S                  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.118. Reelect Thomas Moberg as Member of Committee of Representatives          | Abstain   |
| Jyske Bank A/S                  | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives | g.119. Reelect Tina Rasmussen as Member of Committee of Representatives         | Abstain   |
| Tryg A/S                        | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Director   | 7.1. Reelect Jukka Pertola as Member of Board                                   | Abstain   |
| Tryg A/S                        | 21-Mar-24    | Denmark     | G          | Director Election - Director Election | Elect Director   | 7.5. Reelect Steffen Kragh as Director  | Abstain   |
| Kyowa Kirin Co., Ltd.           | 22-Mar-24    | Japan       | G          | Director Related - Statutory Auditor  | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]       | 3. Appoint Statutory Auditor Kobayashi, Hajime                                  | Against   |
| Cosmo AM&T Co., Ltd.            | 25-Mar-24    | South Korea | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Hong Dong-hwan as Inside Director                                    | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Jeong Deok-gyun as Inside Director                                   | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Election - Director Election | Elect Director   | 2.2. Elect Heo Jong-yeol as Inside Director                                     | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Election - Director Election | Elect Director   | 2.4. Elect Kim Ho-won as Outside Director                                       | Against   |
| POSCO DX Co., Ltd.              | 25-Mar-24    | South Korea | G          | Director Related - Statutory Auditor  | Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)                       | 5. Authorize Board to Fix Remuneration of Internal Auditor(s)                   | Against   |
| SK Biopharmaceuticals Co., Ltd. | 26-Mar-24    | South Korea | G          | Director Related - Committee Election | Elect Member of Audit Committee  | 3. Elect Seo Ji-hui as a Member of Audit Committee                              | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|--|-----------|
| CS Wind Corp.               | 26-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.3. Elect Lim Byeong-yeon as Outside Director   | Against   |
| CS Wind Corp.               | 26-Mar-24    | South Korea | G          | Director Related - Committee Election               | Elect Member of Audit Committee  | 4. Elect Lim Byeong-yeon as a Member of Audit Committee  | Against   |
| CS Wind Corp.               | 26-Mar-24    | South Korea | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors           | 5. Approve Total Remuneration of Inside Directors and Outside Directors  | Against   |
| Celltrion Pharm Inc.        | 26-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Seo Jin-seok as Inside Director   | Against   |
| Doosan Fuel Cell Co., Ltd.  | 26-Mar-24    | South Korea | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors           | 5. Approve Total Remuneration of Inside Directors and Outside Directors  | Against   |
| Hulic Co., Ltd.             | 26-Mar-24    | Japan       | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Aratani, Masao  | Against   |
| Sk Ie Technology Co., Ltd.  | 26-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2. Elect Ryu Jin-suk as Non-Independent Non-Executive Director   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Compensation - Directors' Compensation              | Remuneration-Related   | 5. Approve Compensation Report of Corporate Officers   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 9. Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023  | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Approve Remuneration Policy of CEO   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Director Election - Director Election               | Elect Director   | 13. Reelect Anne-Marie Graffin as Director   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program   | 16. Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights      | 18. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million          | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million       | Against   |
| Sartorius Stedim Biotech SA | 26-Mar-24    | France      | G          | Capitalization - Capital Structure - Placement      | Approve Issuance of Shares for a Private Placement                                   | 20. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market      | ESG Pillar | Proposal Category                                     | Proposal Description  | Proposal Text  | Vote Cast |
|--------------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Sartorius Stedim Biotech SA          | 26-Mar-24    | France      | G          | Capitalization - Capital Issuance                     | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above            | 21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19           | Against   |
| Sartorius Stedim Biotech SA          | 26-Mar-24    | France      | G          | Capitalization - Capital Issuance                     | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions                                    | 22. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind   | Against   |
| Sartorius Stedim Biotech SA          | 26-Mar-24    | France      | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan  | 24. Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Against   |
| Sartorius Stedim Biotech SA          | 26-Mar-24    | France      | G          | Compensation - Equity Compensation Plan               | Approve Restricted Stock Plan   | 25. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans  | Against   |
| Kesko Oyj                            | 26-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation  | 11. Approve Remuneration Report (Advisory Vote)  | Against   |
| Kesko Oyj                            | 26-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation   | Approve Remuneration Policy   | 12. Approve Remuneration Policy And Other Terms of Employment For Executive Management   | Against   |
| Kesko Oyj                            | 26-Mar-24    | Finland     | G          | Director Election - Director Election - Bundled       | Elect Directors (Bundled)   | 15. Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director | Against   |
| McDonald's Holdings Co. (Japan) Ltd. | 26-Mar-24    | Japan       | G          | Director Election - Director Election                 | Elect Director  | 2.3. Elect Director Jo Sempels   | Against   |
| McDonald's Holdings Co. (Japan) Ltd. | 26-Mar-24    | Japan       | G          | Director Related - Statutory Auditor                  | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]  | 3.2. Appoint Statutory Auditor Ellen Caya  | Against   |
| McDonald's Holdings Co. (Japan) Ltd. | 26-Mar-24    | Japan       | G          | Compensation - Director/Statutory Auditor Bonus       | Approve Special Payments to Continuing Directors/Statutory Auditors in Connection with Abolition of Retirement Bonus System | 4. Approve Bonus Related to Retirement Bonus System Abolition  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director  | 4.1.3. Reelect Justin Howell as Director   | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director  | 4.1.4. Reelect Gordana Landen as Director  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director  | 4.1.6. Reelect Paul Schuler as Director  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Related - Committee Election                 | Elect Member of Remuneration Committee  | 4.4.1. Reappoint Justin Howell as Member of the Nomination and Compensation Committee  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Related - Committee Election                 | Elect Member of Remuneration Committee  | 4.4.2. Reappoint Gordana Landen as Member of the Nomination and Compensation Committee   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 4.4.3. Appoint Paul Schuler as Member of the Nomination and Compensation Committee  | Against   |
| Sika AG                              | 26-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 7. Transact Other Business (Voting)   | Against   |
| NH Investment & Securities Co., Ltd. | 27-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2.3. Elect Park Hae-sik as Outside Director   | Against   |
| NH Investment & Securities Co., Ltd. | 27-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 4. Elect Lee Bo-won as Inside Director to Serve as an Audit Committee Member  | Against   |
| Konecranes Oyj                       | 27-Mar-24    | Finland     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management  | Against   |
| Konecranes Oyj                       | 27-Mar-24    | Finland     | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)  | 14. Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittisjarvi and Paivi Rekonen as Directors; Elect Thomas Schulz and Birgit Seeger as New Directors | Against   |
| OTSUKA CORP.                         | 27-Mar-24    | Japan       | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.1. Appoint Statutory Auditor Nakai, Kazuhiko  | Against   |
| SK hynix, Inc.                       | 27-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 6. Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member  | Against   |
| NEXON Co., Ltd.                      | 27-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Junghun Lee   | Against   |
| NEXON Co., Ltd.                      | 27-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Uemura, Shiro   | Against   |
| NEXON Co., Ltd.                      | 27-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director and Audit Committee Member Alexander Iosilevich   | Against   |
| NEXON Co., Ltd.                      | 27-Mar-24    | Japan       | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan  | 3. Approve Deep Discount Stock Option Plan  | Against   |
| Swisscom AG                          | 27-Mar-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 1.2. Approve Remuneration Report (Non-Binding)  | Against   |
| Swisscom AG                          | 27-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1. Reelect Michael Rechsteiner as Director and Board Chair  | Against   |
| Swisscom AG                          | 27-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.3. Reelect Monique Bourquin as Director   | Against   |
| Swisscom AG                          | 27-Mar-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.6. Reelect Sandra Lathion-Zweifel as Director   | Against   |
| Swisscom AG                          | 27-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 5.2. Reappoint Monique Bourquin as Member of the Compensation Committee   | Against   |
| Swisscom AG                          | 27-Mar-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Swisscom AG                   | 27-Mar-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 9. Transact Other Business (Voting)                                     | Against   |
| Kakao Corp.                   | 28-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Jeong Shin-ah as Inside Director                             | Against   |
| Kakao Corp.                   | 28-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 3.3. Elect Cho Seok-young as Inside Director                            | Against   |
| AGC, Inc. (Japan)             | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Shimamura, Takuya                                   | Against   |
| AGC, Inc. (Japan)             | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Hirai, Yoshinori                                    | Against   |
| Dentsu Group, Inc.            | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Igarashi, Hiroshi                                   | Against   |
| Dentsu Group, Inc.            | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Sagawa, Keiichi                                     | Against   |
| Dentsu Group, Inc.            | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Sogabe, Mihoko                                      | Against   |
| Kangwon Land, Inc.            | 28-Mar-24    | South Korea | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors       | 2. Approve Total Remuneration of Inside Directors and Outside Directors | Against   |
| Nippon Express Holdings, Inc. | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 3.2. Elect Director and Audit Committee Member Aoki, Yoshio             | Against   |
| Park Systems Corp.            | 28-Mar-24    | South Korea | G          | Director Election - Director Election               | Elect Director   | 2. Elect Park Sang-il as Inside Director                                | Against   |
| Rakuten Group, Inc.           | 28-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Mikitani, Hiroshi                                   | Against   |
| Sasa Polyester Sanayi AS      | 28-Mar-24    | Turkey      | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors       | 8. Approve Director Remuneration  | Against   |
| Sasa Polyester Sanayi AS      | 28-Mar-24    | Turkey      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 11. Authorize Share Capital Increase without Preemptive Rights          | Against   |
| Sasa Polyester Sanayi AS      | 28-Mar-24    | Turkey      | S          | Social - Charitable Spending                        | Approve Charitable Donations   | 14. Approve Upper Limit of Donations for 2024                           | Against   |
| NEXTIN, Inc.                  | 28-Mar-24    | South Korea | G          | Compensation - Equity Compensation Plan             | Approve Stock Option Plan Grants   | 6. Approve Stock Option Grants  | Against   |
| NEXTIN, Inc.                  | 28-Mar-24    | South Korea | G          | Director Related - Statutory Auditor                | Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)             | 8. Authorize Board to Fix Remuneration of Internal Auditor(s)           | Against   |
| HYBE Co., Ltd.                | 29-Mar-24    | South Korea | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 2. Amend Articles of Incorporation                                      | Against   |
| Cybozu, Inc.                  | 30-Mar-24    | Japan       | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Nishibata, Yoshihisa                                | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                 | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 02-Apr-24    | China       | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 1.1. Elect Zhang Liandong as Director                                       | Against   |
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 02-Apr-24    | China       | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 2.1. Elect Nie Yao as Director  | Against   |
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 02-Apr-24    | China       | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 2.3. Elect Mao Lingxiao as Director   | Against   |
| The Walt Disney Company                      | 03-Apr-24    | USA         | G          | Director Election - Proxy Contest                   | Elect Director (Dissident)   | 1.2. Elect Dissident Nominee Director James ("Jay") A. Rasulo               | Withhold  |
| The Walt Disney Company                      | 03-Apr-24    | USA         | G          | Director Election - Proxy Contest                   | Elect Director (Management)  | 1.1. Elect Management Nominee Director Michael B.G. Froman                  | For       |
| The Walt Disney Company                      | 03-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation           | For       |
| FirstService Corporation                     | 03-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Steve H. Grimshaw  | Withhold  |
| FirstService Corporation                     | 03-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director   | 1F. Elect Director Frederick F. Reichheld                                   | Withhold  |
| FirstService Corporation                     | 03-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director   | 1H. Elect Director Erin J. Wallace  | Withhold  |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Vanessa Frey as Director                                       | Against   |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.3. Reelect Beat Siegrist as Director                                      | Against   |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.4. Reelect Reto Suter as Director   | Against   |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.5. Reelect Lukas Winkler as Director                                      | Against   |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                               | 6.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee | Against   |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                               | 6.2. Reappoint Reto Suter as Member of the Compensation and HR Committee    | Against   |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                               | 6.3. Reappoint Lukas Winkler as Member of the Compensation and HR Committee | Against   |
| Inficon Holding AG                           | 04-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 14. Transact Other Business (Voting)  | Against   |
| Raiffeisen Bank International AG             | 04-Apr-24    | Austria     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 4. Approve Remuneration Policy  | Against   |
| Raiffeisen Bank International AG             | 04-Apr-24    | Austria     | G          | Director Election - Director Election               | Elect Supervisory Board Member                                       | 7. Elect Martin Schaller as Supervisory Board Member                        | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                            | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| Raiffeisen Bank International AG        | 04-Apr-24    | Austria        | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 11. Approve Creation of EUR 501.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Against   |
| Rio Tinto Plc                           | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Dominic Barton as Director   | Against   |
| Rio Tinto Plc                           | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Simon Henry as Director  | Against   |
| Rio Tinto Plc                           | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Kaisa Hietala as Director  | Against   |
| Rio Tinto Plc                           | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 14. Re-elect Sam Laidlaw as Director  | Against   |
| Rio Tinto Plc                           | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Jennifer Nason as Director   | Against   |
| Rio Tinto Plc                           | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 17. Re-elect Ngaire Woods as Director   | Against   |
| Rio Tinto Plc                           | 04-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 18. Re-elect Ben Wyatt as Director  | Against   |
| EDP Renovaveis SA                       | 04-Apr-24    | Spain          | G          | Director Election - Director Election               | Elect Director   | 8.H. Reelect Antonio Sarmento Gomes Mota as Director  | Against   |
| EDP Renovaveis SA                       | 04-Apr-24    | Spain          | G          | Director Election - Director Election               | Elect Director   | 8.I. Reelect Rosa Maria Garcia Garcia as Director   | Against   |
| EDP Renovaveis SA                       | 04-Apr-24    | Spain          | G          | Director Election - Director Election               | Elect Director   | 8.J. Reelect Jose Manuel Felix Morgado as Director  | Against   |
| BAWAG Group AG                          | 08-Apr-24    | Austria        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 7. Approve Remuneration Report  | Against   |
| BAWAG Group AG                          | 08-Apr-24    | Austria        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 8. Approve Remuneration Policy  | Against   |
| A. O. Smith Corporation                 | 09-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Victoria M. Holt  | Withhold  |
| A. O. Smith Corporation                 | 09-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Ilham Kadri   | Withhold  |
| A. O. Smith Corporation                 | 09-Apr-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Labor Issues - Discrimination and Miscellaneous  | 4. Report on Company's Hiring Practices with Respect to Formerly Incarcerated People                                | For       |
| The Bank of New York Mellon Corporation | 09-Apr-24    | USA            | S          | Social - Political Spending                         | Political Lobbying Disclosure  | 4. Report on Lobbying Payments and Policy   | For       |
| Clariant AG                             | 09-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.a. Reelect Ahmed Al Umar as Director  | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.b. Reelect Guenter von Au as Director   | Against   |
| Clariant AG                             | 09-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.1.h. Reelect Peter Steiner as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Clariant AG                        | 09-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.j. Reelect Susanne Wamsler as Director                                  | Against   |
| Clariant AG                        | 09-Apr-24    | Switzerland | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                             | 4.2. Reelect Guenter von Au as Board Chair                                  | Against   |
| Clariant AG                        | 09-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 6.1. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against   |
| Synopsys, Inc.                     | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Janice D. Chaffin  | Against   |
| Synopsys, Inc.                     | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Jeannine P. Sargent                                      | Against   |
| Synopsys, Inc.                     | 10-Apr-24    | USA         | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 5. Require Independent Board Chair  | For       |
| Hewlett Packard Enterprise Company | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ann M. Livermore   | Against   |
| Hewlett Packard Enterprise Company | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Charles H. Noski   | Against   |
| Hewlett Packard Enterprise Company | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Gary M. Reiner   | Against   |
| Hewlett Packard Enterprise Company | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Patricia F. Russo  | Against   |
| Lennar Corporation                 | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Amy Banse  | Against   |
| Lennar Corporation                 | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Teri P. McClure  | Against   |
| Lennar Corporation                 | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Stuart Miller  | Against   |
| Lennar Corporation                 | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Armando Olivera  | Against   |
| Lennar Corporation                 | 10-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Jeffrey Sonnenfeld                                       | Against   |
| Lennar Corporation                 | 10-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation           | Against   |
| Lennar Corporation                 | 10-Apr-24    | USA         | S          | Social - Political Spending                         | Political Contributions Disclosure                             | 5. Report on Political Contributions  | For       |
| Lennar Corporation                 | 10-Apr-24    | USA         | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts      | For       |
| Lennar Corporation                 | 10-Apr-24    | USA         | E          | Environmental - Climate                             | Report on Climate Change                                       | 7. Report on Climate Change   | For       |
| Zurich Insurance Group AG          | 10-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 6. Transact Other Business (Voting)   | Against   |
| Zangge Mining Co., Ltd.            | 10-Apr-24    | China       | G          | Routine Business - Routine Business                 | Approve Provisionary Budget and Strategy for Fiscal Year 20XX  | 5. Approve Financial Budget Report  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|--------------------------|--------------|-------------|------------|---|---|--|-----------|
| Zangge Mining Co., Ltd.  | 10-Apr-24    | China       | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                       | 11. Amend Working Rules for Independent Directors  | Against   |
| Davide Campari-Milano NV | 11-Apr-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 2b. Approve Remuneration Report  | Against   |
| Davide Campari-Milano NV | 11-Apr-24    | Netherlands | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                    | 4b. Approve Discharge of Non-Executive Directors   | Against   |
| Davide Campari-Milano NV | 11-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Director  | 5b. Elect Robert Kunze-Concewitz as Non-Executive Director   | Against   |
| Davide Campari-Milano NV | 11-Apr-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 6. Approve Remuneration Policy   | Against   |
| Davide Campari-Milano NV | 11-Apr-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 7. Approve Long Term Incentive Plan for the Members of the Lead Team                               | Against   |
| Davide Campari-Milano NV | 11-Apr-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 9. Approve CFOO Last Mile Incentive Plan   | Against   |
| Davide Campari-Milano NV | 11-Apr-24    | Netherlands | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                    | 10. Authorize Board to Repurchase Shares   | Against   |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Mirko Bibic  | Withhold  |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Andrew A. Chisholm   | Withhold  |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Cynthia Devine   | Withhold  |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Roberta L. Jamieson  | Withhold  |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Director Election - Director Election               | Elect Director  | 1.10. Elect Director Maryann Turcke  | Withhold  |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                                   | 1. SP 1: Disclose Clean Energy to Fossil Fuel Financing Ratios                                     | For       |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Compensation - Compensation                         | Increase Disclosure of Executive/Non-Executive Compensation           | 3. SP 3: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis               | For       |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Routine Business - Routine Business                 | Amend Meeting Procedures  | 4. SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements        | For       |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | G          | Routine Business - Routine Business                 | Country-by-Country Tax Reporting                                      | 5. SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting | For       |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social                      | 6. SP 6: Report on Loans Made by the Bank in Support of the Circular Economy                       | For       |
| Royal Bank of Canada     | 11-Apr-24    | Canada      | E          | Environmental - Climate                             | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan | 7. SP 7: Advisory Vote on Environmental Policies   | For       |



## Analysis of Votes Against Management (Continued)

| Company Name                        | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| AstraZeneca PLC                     | 11-Apr-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 7. Approve Remuneration Policy  | Against   |
| AstraZeneca PLC                     | 11-Apr-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan  | 8. Amend Performance Share Plan 2020  | Against   |
| Banca Monte dei Paschi di Siena SpA | 11-Apr-24    | Italy          | G          | Director Related - Statutory Auditor                | Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 5.3. Appoint Further Alternate Internal Statutory Auditor if Necessary                  | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 14.3. Reelect Sven Hagstromer as Director   | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 14.4. Reelect John Hedberg as Director  | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 15.1. Reelect Sven Hagstromer as Board Chair  | Against   |
| Avanza Bank Holding AB              | 11-Apr-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 15.2. Elect John Hedberg as Vice Chairman   | Against   |
| Straumann Holding AG                | 12-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 6.3. Reelect Marco Gadola as Director   | Against   |
| Straumann Holding AG                | 12-Apr-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 7.2. Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee | Against   |
| Straumann Holding AG                | 12-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)  | Against   |
| United States Steel Corporation     | 12-Apr-24    | USA            | G          | Compensation - Severance Agreement                  | Advisory Vote on Golden Parachutes   | 2. Advisory Vote on Golden Parachutes   | Against   |
| Swiss Re AG                         | 12-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 7. Transact Other Business (Voting)   | Against   |
| IQVIA Holdings Inc.                 | 16-Apr-24    | USA            | S          | Social - Political Spending                         | Political Contributions Disclosure   | 3. Report on Political Contributions and Expenditures                                   | For       |
| IQVIA Holdings Inc.                 | 16-Apr-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify PricewaterhouseCoopers LLP as Auditors  | Against   |
| Parsons Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Mark K. Holdsworth  | Withhold  |
| Parsons Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director M. Christian Mitchell   | Withhold  |
| Moody's Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jorge A. Bermudez  | Against   |
| Moody's Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Therese Esperdy  | Against   |
| Moody's Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Vincent A. Forlenza  | Against   |
| Moody's Corporation                 | 16-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Kathryn M. Hill  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|----------------------------|--------------|--------|------------|---|--|--|-----------|
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Lloyd W. Howell, Jr.                                | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Jose M. Minaya                                      | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Leslie F. Seidman                                   | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Zig Serafin   | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Bruce Van Saun                                      | Against   |
| Moody's Corporation        | 16-Apr-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For       |
| Northern Trust Corporation | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Linda Walker Bynoe                                  | Against   |
| Northern Trust Corporation | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Jay L. Henderson                                    | Against   |
| Northern Trust Corporation | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Charles A. Tribbett, III                            | Against   |
| Northern Trust Corporation | 16-Apr-24    | USA    | E, S       | E&S Blended - Other                                 | Miscellaneous Proposal -- Environmental & Social               | 4. Report on Risks of Misaligning Proxy Votes with Client Preferences  | For       |
| M&T Bank Corporation       | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robert T. Brady                                    | Against   |
| M&T Bank Corporation       | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Carlton J. Charles                                 | Against   |
| M&T Bank Corporation       | 16-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Kimberly J. Harris                                  | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Roland A. Hernandez                                 | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Richard P. McKenney                                 | Against   |
| U.S. Bancorp               | 16-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Scott W. Wine                                       | Against   |
| Adobe Inc.                 | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Amy Banse   | Against   |
| Adobe Inc.                 | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Frank Calderoni                                     | Against   |
| Adobe Inc.                 | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Kathleen Oberg                                      | Against   |
| Adobe Inc.                 | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Daniel Rosensweig                                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|--------|------------|---|--|---|-----------|
| Adobe Inc.                                       | 17-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation           | Against   |
| Adobe Inc.                                       | 17-Apr-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Labor Issues - Discrimination and Miscellaneous                | 6. Report on Hiring of Persons with Arrest or Incarceration Records         | For       |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Mark A. Crosswhite                                       | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Joia M. Johnson  | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ruth Ann Marshall  | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director James T. Prokopanko                                      | Against   |
| Regions Financial Corporation                    | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Lee J. Styslinger, III                                   | Against   |
| The Sherwin-Williams Company                     | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Kerrii B. Anderson                                       | Against   |
| The Sherwin-Williams Company                     | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Jeff M. Fetting  | Against   |
| The Sherwin-Williams Company                     | 17-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Matthew Thornton, III                                    | Against   |
| The Sherwin-Williams Company                     | 17-Apr-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement                          | 4. Adopt Simple Majority Vote   | For       |
| BANK POLSKA KASA OPIEKI SA                       | 17-Apr-24    | Poland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Approve Remuneration Report   | Against   |
| BANK POLSKA KASA OPIEKI SA                       | 17-Apr-24    | Poland | G          | Director Election - Director Election - Bundled     | Elect Supervisory Board Members (Bundled)                      | 15. Elect Supervisory Board Members   | Against   |
| BANK POLSKA KASA OPIEKI SA                       | 17-Apr-24    | Poland | G          | Miscellaneous - Board Related                       | Company Specific-Board-Related                                 | 16. Approve Assessment of Supervisory Board Suitability                     | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 11. Approve Draft and Summary of Performance Shares Incentive Plan          | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 12. Approve Methods to Assess the Performance of Plan Participants          | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 13. Approve Authorization of the Board to Handle All Related Matters        | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee        | 14. Amend Articles of Association   | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 15.1. Amend Rules and Procedures Regarding General Meetings of Shareholders | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 15.2. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                     | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|-------------|------------|---|--|--|-----------|
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 15.3. Amend Rules and Procedures Regarding Meetings of Board of Supervisors                | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.4. Amend Related Party Transaction Management System                                    | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.5. Amend External Guarantee Management System   | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.6. Amend External Investment Management System  | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 15.7. Amend Implementing Rules for Cumulative Voting System                                | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 15.8. Amend Working System for Independent Directors                                       | Against   |
| Advanced Micro Fabrication Equipment, Inc. China | 17-Apr-24    | China       | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.9. Amend Management System of Raised Funds  | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.1. Reelect Beat Kaelin as Director and Board Chair                                     | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.3. Reelect Andreas Haerberli as Director   | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.5. Reelect Roland Siegwart as Director   | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.3.1. Reappoint Andreas Haerberli as Member of the Compensation Committee                 | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.3.. Reappoint Beat Kaelin as Member of the Compensation Committee                        | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.3.3. Reappoint Roland Siegwart as Member of the Compensation Committee                   | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6.1. Approve Remuneration Report (Non-Binding)   | Against   |
| Komax Holding AG                                 | 17-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 7. Transact Other Business (Voting)  | Against   |
| Geberit AG                                       | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.2. Reelect Thomas Bachmann as Director   | Against   |
| Geberit AG                                       | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.4. Reelect Werner Karlen as Director   | Against   |
| Geberit AG                                       | 17-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1.6. Reelect Eunice Zehnder-Lai as Director  | Against   |
| Geberit AG                                       | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee | Against   |
| Geberit AG                                       | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.2.2. Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee    | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|----------------------------|--------------|-------------|------------|---|---|---|-----------|
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                | 5.2.3. Reappoint Werner Karlen as Member of the Nomination and Compensation Committee   | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 8.1. Approve Remuneration Report  | Against   |
| Geberit AG                 | 17-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business  | 9. Transact Other Business (Voting)   | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Charles M. Holley, Jr.   | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Michael M. McNamara  | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1i. Elect Director Virginia M. Wilson   | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Beth A. Wozniak  | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 3. Ratify PricewaterhouseCoopers LLP as Auditors  | Against   |
| Carrier Global Corporation | 18-Apr-24    | USA         | S          | Social - Political Spending                         | Political Lobbying Disclosure   | 4. Report on Lobbying Payments and Policy   | For       |
| Silicon Laboratories Inc.  | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Sumit Sadana  | Against   |
| Silicon Laboratories Inc.  | 18-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Gregg Lowe  | Against   |
| Santander Bank Polska SA   | 18-Apr-24    | Poland      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 10. Approve Remuneration Report   | Against   |
| Santander Bank Polska SA   | 18-Apr-24    | Poland      | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 18. Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program | Against   |
| The Toronto-Dominion Bank  | 18-Apr-24    | Canada      | G          | Compensation - Compensation                         | Increase Disclosure of Executive/Non-Executive Compensation           | 6. SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis  | For       |
| The Toronto-Dominion Bank  | 18-Apr-24    | Canada      | E          | Environmental - Climate                             | GHG Emissions   | 7. SP 2: Disclose Transition Activities Towards 2030 Emission Reduction Targets   | For       |
| The Toronto-Dominion Bank  | 18-Apr-24    | Canada      | G          | Routine Business - Routine Business                 | Country-by-Country Tax Reporting                                      | 9. SP 4: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting  | For       |
| The Toronto-Dominion Bank  | 18-Apr-24    | Canada      | E          | Environmental - Climate                             | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan | 10. SP 5: Advisory Vote on Environmental Policies   | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                           | Meeting Date | Market      | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|-------------|------------|---|--|--|-----------|
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding)   | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director   | 7.1.1. Reelect Ernst Tanner as Director and Board Chair  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director   | 7.1.2. Reelect Dieter Weisskopf as Director  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director   | 7.1.3. Reelect Rudolf Spruengli as Director  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director   | 7.1.4. Reelect Elisabeth Guertler as Director  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director   | 7.1.6. Reelect Silvio Denz as Director   | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Election - Director Election                 | Elect Director   | 7.1.7. Reelect Monique Bourquin as Director  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Related - Committee Election                 | Elect Member of Remuneration Committee                         | 7.2.1. Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee             | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Related - Committee Election                 | Elect Member of Remuneration Committee                         | 7.2.2. Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee             | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Director Related - Committee Election                 | Elect Member of Remuneration Committee                         | 7.2.3. Reappoint Silvio Denz as Member of the Nomination and Compensation Committee                  | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 9. Approve Creation of CHF 3.1 Million Pool of Conditional Capital for Employee Equity Participation | Against   |
| Chocoladefabriken Lindt & Spruengli AG | 18-Apr-24    | Switzerland | G          | Routine Business - Routine Business                   | Other Business   | 10. Transact Other Business (Voting)   | Against   |
| Genting Singapore Limited              | 18-Apr-24    | Singapore   | G          | Compensation - Equity Compensation Plan               | Approve Share Plan Grant                                       | 5(b). Approve Grant of Awards Under the Genting Singapore Performance Share Scheme                   | Against   |
| Orkla ASA                              | 18-Apr-24    | Norway      | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Statement (Advisory Vote)  | Against   |
| Orkla ASA                              | 18-Apr-24    | Norway      | G          | Compensation - Equity Compensation Plan               | Approve Equity Plan Financing                                  | 5.1. Authorize Repurchase of Shares for Use in Employee Incentive Programs                           | Against   |
| Siegfried Holding AG                   | 18-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding)   | Against   |
| Siegfried Holding AG                   | 18-Apr-24    | Switzerland | G          | Routine Business - Routine Business                   | Other Business   | 9. Transact Other Business (Voting)  | Against   |
| Siemens Healthineers AG                | 18-Apr-24    | Germany     | G          | Director Election - Director Election                 | Elect Supervisory Board Member                                 | 9.1. Elect Ralf Thomas to the Supervisory Board  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                        | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|-------------------------------------|--------------|---------|------------|---|---|---|-----------|
| Siemens Healthineers AG             | 18-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 9.3. Elect Roland Busch to the Supervisory Board                                  | Against   |
| Siemens Healthineers AG             | 18-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 9.5. Elect Sarena Lin to the Supervisory Board                                    | Against   |
| Siemens Healthineers AG             | 18-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 9.6. Elect Peer Schatz to the Supervisory Board                                   | Against   |
| Siemens Healthineers AG             | 18-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 9.7. Elect Nathalie von Siemens to the Supervisory Board                          | Against   |
| Siemens Healthineers AG             | 18-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 9.8. Elect Dow Wilson to the Supervisory Board                                    | Against   |
| Siemens Healthineers AG             | 18-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 9.9. Elect Veronika Bienert to the Supervisory Board                              | Against   |
| Siemens Healthineers AG             | 18-Apr-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 9.10. Elect Peter Koerte to the Supervisory Board                                 | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Non-Routine Business - Related-Party Transactions   | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions                 | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Director Election - Director Election               | Elect Director  | 5. Reelect Antoine Arnault as Director  | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Director Election - Director Election               | Elect Director  | 7. Elect Alexandre Arnault as Director  | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Director Election - Director Election               | Elect Director  | 8. Elect Frederic Arnault as Director   | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Compensation - Directors' Compensation              | Remuneration-Related  | 10. Approve Compensation Report of Corporate Officers                             | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 11. Approve Compensation of Bernard Arnault, Chairman and CEO                     | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 12. Approve Compensation of Antonio Belloni, Vice-CEO                             | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 14. Approve Remuneration Policy of Chairman and CEO                               | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 15. Approve Remuneration Policy of Vice-CEO                                       | Against   |
| LVMH Moet Hennessy Louis Vuitton SE | 18-Apr-24    | France  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against   |
| PPG Industries, Inc.                | 18-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Michael W. Lamach   | Against   |
| Humana Inc.                         | 18-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Frank A. D'Amelio  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                              | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|-------------|------------|---|--|---|-----------|
| Humana Inc.                               | 18-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director David T. Feinberg  | Against   |
| Humana Inc.                               | 18-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Karen W. Katz  | Against   |
| Humana Inc.                               | 18-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                         | Against   |
| Humana Inc.                               | 18-Apr-24    | USA         | G          | Corporate Governance - Shareholder Rights                       | Reduce Supermajority Vote Requirement                          | 6. Adopt Simple Majority Vote   | For       |
| Yintai Gold Co., Ltd.                     | 18-Apr-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                               | 8. Approve Use of Idle Own Funds for Entrusted Financial Management and Other Investments | Against   |
| Jiangsu Expressway Company Limited        | 18-Apr-24    | China       | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee        | 3. Amend Articles of Association  | Against   |
| Tecan Group AG                            | 18-Apr-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business   | 13. Transact Other Business (Voting)  | Against   |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.4. Elect Director Patrick P. Goris  | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.6. Elect Director Michael F. Hilton   | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.8. Elect Director Kathryn Jo Lincoln  | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.11. Elect Director Ben P. Patel   | Withhold  |
| Lincoln Electric Holdings, Inc.           | 19-Apr-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.12. Elect Director Kellye L. Walker   | Withhold  |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement   | 9. Approve Application of Credit Lines  | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                     | 10. Approve Estimated Amount of Guarantees  | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                  | 15.1. Amend Rules and Procedures Regarding General Meetings of Shareholders               | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.2. Amend Related-Party Transaction Management System                                   | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.3. Amend Entrusted Asset Management System   | Against   |
| Contemporary Amperex Technology Co., Ltd. | 19-Apr-24    | China       | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related          | 15.4. Amend Management System of Raised Funds   | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name  | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------|--------------|-------------|------------|---|--|---|-----------|
| Recordati SpA | 22-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 2.a. Approve Remuneration Policy                                  | Against   |
| Recordati SpA | 22-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.b. Approve Second Section of the Remuneration Report            | Against   |
| ING Groep NV  | 22-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7A. Reelect Juan Colombas to Supervisory Board                    | Against   |
| ING Groep NV  | 22-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7B. Reelect Herman Hulst to Supervisory Board                     | Against   |
| ING Groep NV  | 22-Apr-24    | Netherlands | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7C. Reelect Harold Naus to Supervisory Board                      | Against   |
| Getinge AB    | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.a. Reelect Carl Bennet as Director                             | Against   |
| Getinge AB    | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.b. Reelect Johan Bygge as Director                             | Against   |
| Getinge AB    | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.c. Reelect Cecilia Daun Wennborg as Director                   | Against   |
| Getinge AB    | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.d. Reelect Dan Frohm as Director                               | Against   |
| Getinge AB    | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.e. Reelect Johan Malmquist as Director                         | Against   |
| Getinge AB    | 22-Apr-24    | Sweden      | G          | Director Election - Director Election               | Elect Director   | 15.g. Reelect Malin Persson as Director                           | Against   |
| Getinge AB    | 22-Apr-24    | Sweden      | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                             | 15.i. Reelect Johan Malmquist as Board Chair                      | Against   |
| Broadcom Inc. | 22-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Gayla J. Delly                                 | Against   |
| Broadcom Inc. | 22-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Eddy W. Hartenstein                            | Against   |
| Broadcom Inc. | 22-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Check Kian Low                                 | Against   |
| Broadcom Inc. | 22-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Revvity, Inc. | 23-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Peter Barrett                                  | Against   |
| Revvity, Inc. | 23-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Michel Vounatsos                               | Against   |
| Revvity, Inc. | 23-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Frank Witney                                   | Against   |
| Revvity, Inc. | 23-Apr-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Deloitte & Touche LLP as Auditors                       | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|------------------------------------|--------------|--------|------------|---|---|---|-----------|
| Revvity, Inc.                      | 23-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Revvity, Inc.                      | 23-Apr-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement   | 4. Adopt Simple Majority Vote   | For       |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Eric L. Zinterhofer  | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director W. Lance Conn  | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Gregory B. Maffei  | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director John D. Markley, Jr.   | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director James E. Meyer   | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Steven A. Miron  | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Michael A. Newhouse  | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director Mauricio Ramos   | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan  | 2. Amend Omnibus Stock Plan   | Against   |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure   | 5. Report on Lobbying Payments and Policy   | For       |
| Charter Communications, Inc.       | 23-Apr-24    | USA    | S          | Social - Political Spending                         | Political Contributions Disclosure  | 6. Report on Political Contributions and Expenditures   | For       |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Robert F. Friel  | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Deborah L. V. Keller   | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Douglas A. Michels   | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director Paolo Pucci  | Against   |
| West Pharmaceutical Services, Inc. | 23-Apr-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement   | 6. Adopt Simple Majority Vote   | For       |
| Yunnan Baiyao Group Co., Ltd.      | 23-Apr-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors   | 8. Amend Rules and Procedures Regarding Meetings of Board of Directors  | Against   |
| TOTVS SA                           | 23-Apr-24    | Brazil | G          | Director Related - Board Related                    | Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting | 5. Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law? | Abstain   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|----------------------------|--------------|----------------|------------|---|---|---|-----------|
| TOTVS SA                   | 23-Apr-24    | Brazil         | G          | Director Related - Board Related                    | Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | 10. Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? | Abstain   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 3. Re-elect Robert Noel as Director   | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 6. Re-elect Humphrey Singer as Director   | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 7. Re-elect Irene Dorner as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 8. Re-elect Lord Jitesh Gadhia as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 9. Re-elect Scilla Grimble as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 10. Re-elect Mark Castle as Director  | Against   |
| Taylor Wimpey Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect Clodagh Moriarty as Director   | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 9. Re-elect Patrick Flynn as Director   | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect Stuart Lewis as Director   | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 12. Re-elect Mark Seligman as Director  | Against   |
| NatWest Group Plc          | 23-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 13. Re-elect Lena Wilson as Director  | Against   |
| Rollins, Inc.              | 23-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director P. Russell Hardin   | Withhold  |
| Bio-Rad Laboratories, Inc. | 23-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Melinda Litherland  | Against   |
| Bio-Rad Laboratories, Inc. | 23-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Arnold A. Pinkston  | Against   |
| Entegris, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Rodney Clark   | Against   |
| Entegris, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director James P. Lederer   | Against   |
| Entegris, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Azita Saleki-Gerhardt  | Against   |
| Entegris, Inc.             | 24-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Newmont Corporation        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Gregory H. Boyce  | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market  | ESG Pillar | Proposal Category                       | Proposal Description                             | Proposal Text  | Vote Cast |
|-------------------------------|--------------|---------|------------|---|--|--|-----------|
| Newmont Corporation           | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1.3. Elect Director Bruce R. Brook   | Withhold  |
| Newmont Corporation           | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1.9. Elect Director Jane Nelson  | Withhold  |
| Newmont Corporation           | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1.11. Elect Director Julio M. Quintana   | Withhold  |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1a. Elect Director Michele Burns   | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1b. Elect Director Mark Flaherty   | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1c. Elect Director Kimberley Harris  | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1d. Elect Director Kevin Johnson   | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1e. Elect Director Ellen Kullman   | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1f. Elect Director Lakshmi Mittal  | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1h. Elect Director Peter Oppenheimer   | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1j. Elect Director Jan Tighe   | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Election - Director Election   | Elect Director                                   | 1k. Elect Director David Viniar  | Against   |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | G          | Director Related - Board Related        | Require Independent Board Chairman               | 4. Require Independent Board Chair   | For       |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | S          | Social - Political Spending             | Political Lobbying Disclosure                    | 5. Report on Lobbying Payments and Policy  | For       |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | S          | Social - Diversity, Equity, & Inclusion | Labor Issues - Discrimination and Miscellaneous  | 6. Report on Efforts to Prevent Discrimination                                     | For       |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | E          | Environmental - Other                   | Community -Environment Impact                    | 7. Issue Environmental Justice Report  | For       |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | E          | Environmental - Climate                 | Disclosure of Fossil Fuel Financing              | 8. Report on Clean Energy Supply Financing Ratio                                   | For       |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | E, S       | E&S Blended - Other                     | Miscellaneous Proposal -- Environmental & Social | 9. Review Proxy Voting Record and Policies Related to Climate Change and Diversity | For       |
| The Goldman Sachs Group, Inc. | 24-Apr-24    | USA     | S          | Social - Diversity, Equity, & Inclusion | Gender Pay Gap                                   | 11. Report on Pay Equity   | For       |
| Aptiv PLC                     | 24-Apr-24    | Jersey  | G          | Audit Related - Auditor Related         | Ratify Auditors                                  | 2. Ratify Ernst & Young LLP as Auditors  | Against   |
| Eaton Corporation plc         | 24-Apr-24    | Ireland | G          | Director Election - Director Election   | Elect Director                                   | 1c. Elect Director Gregory R. Page   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                          | Meeting Date | Market  | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------------|--------------|---------|------------|---|--|--|-----------|
| Eaton Corporation plc                 | 24-Apr-24    | Ireland | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director Gerald B. Smith                                   | Against   |
| Eaton Corporation plc                 | 24-Apr-24    | Ireland | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Dorothy C. Thompson                               | Against   |
| Eaton Corporation plc                 | 24-Apr-24    | Ireland | G          | Director Election -<br>Director Election                  | Elect Director   | 1i. Elect Director Darryl L. Wilson                                  | Against   |
| Eaton Corporation plc                 | 24-Apr-24    | Ireland | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Teledyne Technologies<br>Incorporated | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Denise R. Singleton                              | Against   |
| Teledyne Technologies<br>Incorporated | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Simon M. Lorne                                   | Against   |
| Teledyne Technologies<br>Incorporated | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.4. Elect Director Wesley W. von Schack                             | Against   |
| Teledyne Technologies<br>Incorporated | 24-Apr-24    | USA     | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Teledyne Technologies<br>Incorporated | 24-Apr-24    | USA     | G          | Corporate Governance -<br>Shareholder Rights              | Reduce Supermajority Vote<br>Requirement                             | 6. Adopt Simple Majority Vote  | For       |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Sharon L. Allen                                   | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1e. Elect Director Linda P. Hudson                                   | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1j. Elect Director Clayton S. Rose                                   | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1k. Elect Director Michael D. White                                  | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1l. Elect Director Thomas D. Woods                                   | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Director Election -<br>Director Election                  | Elect Director   | 1m. Elect Director Maria T. Zuber                                    | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Compensation - Equity<br>Compensation Plan                | Amend Omnibus Stock Plan   | 4. Amend Omnibus Stock Plan  | Against   |
| Bank of America Corporation           | 24-Apr-24    | USA     | E, S       | E&S Blended - Climate                                     | Climate Change Lobbying  | 6. Report on Climate Lobbying  | For       |
| Bank of America Corporation           | 24-Apr-24    | USA     | E          | Environmental - Climate                                   | Disclosure of Fossil Fuel<br>Financing                               | 7. Report on Clean Energy Supply<br>Financing Ratio                  | For       |
| Bank of America Corporation           | 24-Apr-24    | USA     | G          | Corporate Governance -<br>Shareholder Rights              | Provide Right to Act by Written<br>Consent                           | 8. Provide Right to Act by Written Consent                           | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market      | ESG Pillar | Proposal Category                     | Proposal Description               | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---------------------------------------|------------------------------------|---|-----------|
| Bank of America Corporation              | 24-Apr-24    | USA         | G          | Director Related - Board Related      | Require Independent Board Chairman | 9. Require Independent Board Chair                      | For       |
| Bank of America Corporation              | 24-Apr-24    | USA         | S          | Social - Human Capital Management     | Report on Pay Disparity            | 10. Improve Executive Compensation Program and Policy   | For       |
| Entain Plc                               | 24-Apr-24    | Isle of Man | G          | Director Election - Director Election | Elect Director                     | 5. Re-elect Barry Gibson as Director                    | Against   |
| Entain Plc                               | 24-Apr-24    | Isle of Man | G          | Director Election - Director Election | Elect Director                     | 8. Re-elect Virginia McDowell as Director               | Against   |
| Entain Plc                               | 24-Apr-24    | Isle of Man | G          | Director Election - Director Election | Elect Director                     | 10. Re-elect Rahul Welde as Director                    | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.1. Elect/Ratify Fernando Chico Pardo as Director     | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.2. Elect/Ratify Jose Antonio Perez Anton as Director | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.3. Elect/Ratify Pablo Chico Hernandez as Director    | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.4. Elect/Ratify Aurelio Perez Alonso as Director     | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.5. Elect/Ratify Rasmus Christiansen as Director      | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.6. Elect/Ratify Francisco Garza Zambrano as Director | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.7. Elect/Ratify Ricardo Guajardo Touche as Director  | Against   |
| Grupo Aeroportuario del Sureste SA de CV | 24-Apr-24    | Mexico      | G          | Director Election - Director Election | Elect Director                     | 3b.8. Elect/Ratify Guillermo Ortiz Martinez as Director | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1a. Elect Director Rodney C. Adkins                     | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1c. Elect Director Katherine D. Jaspon                  | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1e. Elect Director Stuart L. Levenick                   | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1h. Elect Director Neil S. Novich                       | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1i. Elect Director Beatriz R. Perez                     | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1j. Elect Director E. Scott Santi                       | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1k. Elect Director Susan Slavik Williams                | Against   |
| W.W. Grainger, Inc.                      | 24-Apr-24    | USA         | G          | Director Election - Director Election | Elect Director                     | 1l. Elect Director Lucas E. Watson                      | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                           | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| W.W. Grainger, Inc.                    | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Steven A. White                                     | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director William J. DeLaney                                  | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Elder Granger                                       | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Mark B. McClellan                                   | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Donna F. Zarcone                                    | Against   |
| The Cigna Group                        | 24-Apr-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For       |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Robert F. Sharpe, Jr.                               | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Amy DiGesio   | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Christopher J. Williams                             | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Brian T. Shea                                       | Against   |
| Ameriprise Financial, Inc.             | 24-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 3. Re-elect Peter Ventress as Director                                 | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Lloyd Pitchford as Director                                | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Stephan Nanninga as Director                               | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Vin Murria as Director                                     | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Pam Kirby as Director                                      | Against   |
| Bunzl Plc                              | 24-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Jacky Simmonds as Director                                | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Marjorie Rodgers Cheshire                           | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Andrew T. Feldstein                                 | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Richard J. Harshman                                 | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Daniel R. Hesse                                     | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Renu Khator  | Against   |
| The PNC Financial Services Group, Inc. | 24-Apr-24    | USA         | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 5. Report on Risk Management and Implementation of Human Rights Statement | For       |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Rebecca Chambers                                      | Withhold  |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director William Hoffman                                       | Withhold  |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Andrew Hykes  | Withhold  |
| Inari Medical, Inc.                    | 24-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Donald Milder   | Withhold  |
| Cembra Money Bank AG                   | 24-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)                                       | Against   |
| DiaSorin SpA                           | 24-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 2.1. Approve Remuneration Policy  | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report  | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1. Reelect Kuno Sommer as Director and Board Chair                      | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Nicole Hoetzer as Director                                   | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.3. Reelect Helma Wennemers as Director                                  | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.4. Reelect Steffen Lang as Director                                     | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.5. Reelect Alex Faessler as Director                                    | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.1. Reappoint Kuno Sommer as Member of the Compensation Committee        | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee     | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.3. Reappoint Alex Faessler as Member of the Compensation Committee      | Against   |
| Bachem Holding AG                      | 24-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 9. Transact Other Business (Voting)                                       | Against   |
| Amplifon SpA                           | 24-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 4.1. Approve Remuneration Policy  | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|---|---|-----------|
| Amplifon SpA                    | 24-Apr-24    | Italy  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 4.2. Approve Second Section of the Remuneration Report                          | Against   |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Helen Golding  | Withhold  |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Allen P. Hugli   | Withhold  |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Christine Montenegro McGrath                                 | Withhold  |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 2. Amend Certificate of Incorporation to Allow the Exculpation of Officers      | Against   |
| Reynolds Consumer Products Inc. | 24-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 4. Advisory Vote to Ratify Named Executive Officers' Compensation               | Against   |
| Healthpeak Properties, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Katherine M. Sandstrom                                       | Against   |
| Healthpeak Properties, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Sara G. Lewis  | Against   |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Todd M. Bluedorn   | Against   |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director Pamela H. Patsley  | Against   |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1l. Elect Director Robert E. Sanchez  | Against   |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings                             | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting          | For       |
| Texas Instruments Incorporated  | 25-Apr-24    | USA    | S          | Social - Human Rights                               | Operations in High Risk Countries   | 6. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products | For       |
| Edison International            | 25-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation               | Against   |
| Edison International            | 25-Apr-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure   | 4. Report on Lobbying Payments and Policy                                       | For       |
| Global Payments Inc.            | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director F. Thaddeus Arroyo   | Against   |
| Global Payments Inc.            | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Joia M. Johnson  | Against   |
| Global Payments Inc.            | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Ruth Ann Marshall  | Against   |
| Global Payments Inc.            | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Connie D. McDaniel   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------|--------------|--------|------------|---|--|---|-----------|
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director John T. Turner   | Against   |
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                       | Against   |
| Global Payments Inc. | 25-Apr-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Deloitte & Touche LLP as Auditors   | Against   |
| Global Payments Inc. | 25-Apr-24    | USA    | S          | Social - Political Spending                         | Political Contributions Disclosure                             | 4. Report on Political Contributions and Expenditures                                   | For       |
| Littelfuse, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Tzau-jin Chung   | Against   |
| Littelfuse, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Maria C. Green   | Against   |
| Littelfuse, Inc.     | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Anthony Grillo   | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Susan Desmond-Hellmann  | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Joseph J. Echevarria  | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Helen H. Hobbs  | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Dan R. Littman  | Against   |
| Pfizer Inc.          | 25-Apr-24    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 5. Require Independent Board Chair  | For       |
| Pfizer Inc.          | 25-Apr-24    | USA    | S          | Social - Political Spending                         | Political Spending Congruency                                  | 6. Report on Congruency of Political Spending with Company Stated Values and Priorities | For       |
| Rambus Inc.          | 25-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Charles Kissner  | Against   |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robert A. Cascella  | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Deepak Chopra   | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Francoise Colpron   | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jill Kale   | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Laurette T. Koellner  | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Luis A. Muller  | Withhold  |
| Celestica Inc.       | 25-Apr-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Michael M. Wilson   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| RELX Plc                        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Paul Walker as Director                               | Against   |
| RELX Plc                        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Robert MacLeod as Director                           | Against   |
| RELX Plc                        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Suzanne Wood as Director                             | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Stephen L. Eastman                             | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Rita J. Heise                                  | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Hsenghung Sam Hsu                              | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Daniel L. Johnson                              | Against   |
| Fastenal Company                | 25-Apr-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement                          | 5. Adopt Simple Majority Vote                                     | For       |
| Globe Life Inc.                 | 25-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director David C. Adams                                | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director James P. Holden                               | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Henry W. Kneuppel                             | Against   |
| Snap-on Incorporated            | 25-Apr-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Dominic Blakemore as Director                         | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Martin Brand as Director                              | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Kathleen DeRose as Director                           | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Tsega Gebreyes as Director                            | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Scott Guthrie as Director                             | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Cressida Hogg as Director                            | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Val Rahmani as Director                              | Against   |
| London Stock Exchange Group plc | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Don Robert as Director                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description                                      | Proposal Text                                     | Vote Cast |
|----------------------------------|--------------|----------------|------------|---|---|---|-----------|
| London Stock Exchange Group plc  | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 14. Re-elect William Vereker as Director          | Against   |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director Anne T. DelSanto              | Withhold  |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.4. Elect Director Tina M. Donikowski            | Withhold  |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.7. Elect Director Lanesha T. Minnix             | Withhold  |
| Advanced Energy Industries, Inc. | 25-Apr-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.9. Elect Director John A. Roush                 | Withhold  |
| Hikma Pharmaceuticals Plc        | 25-Apr-24    | United Kingdom | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Waive Requirement for Mandatory Offer to All Shareholders | 22. Approve Waiver of Rule 9 of the Takeover Code | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 4. Re-elect Roger Devlin as Director              | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 6. Re-elect Nigel Mills as Director               | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 7. Re-elect Annemarie Durbin as Director          | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 8. Re-elect Andrew Wyllie as Director             | Against   |
| Persimmon Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 9. Re-elect Shirine Khoury-Haq as Director        | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 8. Re-elect Dame Elizabeth Corley as Director     | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 10. Re-elect Ian King as Director                 | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 11. Re-elect Rakhi Goss-Custard as Director       | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 12. Re-elect Deborah Waterhouse as Director       | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 13. Re-elect Matthew Westerman as Director        | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 14. Re-elect Claire Fitzalan Howard as Director   | Against   |
| Schroders Plc                    | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 15. Re-elect Leonie Schroder as Director          | Against   |
| Admiral Group Plc                | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 5. Re-elect Michael Rogers as Director            | Against   |
| Admiral Group Plc                | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 14. Re-elect Justine Roberts as Director          | Against   |
| Admiral Group Plc                | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 15. Re-elect William Roberts as Director          | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                 | Proposal Text   | Vote Cast |
|------------------------|--------------|----------------|------------|---|--------------------------------------|---|-----------|
| TFI International Inc. | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director                       | 1.1. Elect Director Leslie Abi-Karam  | Against   |
| TFI International Inc. | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director                       | 1.3. Elect Director Andre Berard  | Against   |
| TFI International Inc. | 25-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director                       | 1.7. Elect Director Neil Donald Manning   | Against   |
| Akzo Nobel NV          | 25-Apr-24    | Netherlands    | G          | Director Election - Director Election               | Elect Supervisory Board Member       | 6d. Reelect B.E. Grote to Supervisory Board   | Against   |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director                       | 1d. Elect Director Robert J. Dennis   | Against   |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director                       | 1e. Elect Director Nancy-Ann DeParle  | Against   |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director                       | 1i. Elect Director Wayne J. Riley   | Against   |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | S          | Social - Health & Safety                            | Prepare Report on Health Care Reform | 5. Report on Risks Regarding Patients' Right to Access Abortions in Emergencies   | For       |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | S          | Social - Health & Safety                            | Prepare Report on Health Care Reform | 6. Report on Patient Feedback Regarding Quality Care  | For       |
| HCA Healthcare, Inc.   | 25-Apr-24    | USA            | S          | Social - Health & Safety                            | Prepare Report on Health Care Reform | 7. Report on Maternal Health Outcomes   | For       |
| Metso Corp.            | 25-Apr-24    | Finland        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy          | 10. Approve Remuneration Policy And Other Terms of Employment For Executive Management  | Against   |
| Metso Corp.            | 25-Apr-24    | Finland        | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)            | 14. Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Niko Pakalen, Ian W. Pearce, Reima Rytsoola, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors             | Against   |
| Sampo Oyj              | 25-Apr-24    | Finland        | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)            | 14. Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director | Against   |
| Beazley Plc            | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                       | 5. Re-elect Clive Bannister as Director   | Against   |
| Beazley Plc            | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                       | 7. Re-elect Pierre-Olivier Desaulle as Director   | Against   |
| Beazley Plc            | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                       | 11. Re-elect John Reizenstein as Director   | Against   |
| Beazley Plc            | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                       | 12. Re-elect Cecilia Leuzinger as Director  | Against   |
| The Weir Group Plc     | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                       | 4. Re-elect Barbara Jeremiah as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|---------------------------|--------------|----------------|------------|---|---|--|-----------|
| The Weir Group Plc        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 8. Re-elect Dame Nicola Brewer as Director   | Against   |
| The Weir Group Plc        | 25-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect Ben Magara as Director  | Against   |
| Intuitive Surgical, Inc.  | 25-Apr-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap  | 6. Report on Gender/Racial Pay Gap   | For       |
| Kering SA                 | 25-Apr-24    | France         | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                              | 11. Approve Transaction with Maureen Chiquet, Director   | Against   |
| Kering SA                 | 25-Apr-24    | France         | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Non-Routine Business - Related-Party Transactions   | Approve Special Auditors' Report Regarding Related-Party Transactions | 4. Approve Auditors' Special Report on Related-Party Transactions  | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 8. Approve Remuneration Policy of CEO and Vice-CEOs  | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                    | 18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital  | Against   |
| Bouygues SA               | 25-Apr-24    | France         | G          | Takeover Related - Takeover - Restricting           | Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)           | 22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer                         | Against   |
| Banque Cantonale Vaudoise | 25-Apr-24    | Switzerland    | G          | Company Articles - Article Amendments               | Adopt New Articles of Association/Charter                             | 7.1. Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)               | Against   |
| Banque Cantonale Vaudoise | 25-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director  | 8. Reelect Jack Clemons as Director  | Against   |
| Banque Cantonale Vaudoise | 25-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business  | 11. Transact Other Business (Voting)   | Against   |
| Kardex Holding AG         | 25-Apr-24    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 1.2. Approve Remuneration Report (Non-Binding)   | Against   |
| Kardex Holding AG         | 25-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director  | 4.1.1. Reelect Philipp Buhofer as Director   | Against   |
| Kardex Holding AG         | 25-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director  | 4.1.2. Reelect Eugen Elmiger as Director   | Against   |
| Kardex Holding AG         | 25-Apr-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director  | 4.1.5. Reelect Maria Vacalli as Director   | Against   |
| Kardex Holding AG         | 25-Apr-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                | 4.3.1. Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee                                | Against   |
| Kardex Holding AG         | 25-Apr-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                | 4.3.2. Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee                                  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 4.3.3. Appoint Eugen Elmiger as Member of the Compensation and Nomination Committee  | Against   |
| Kardex Holding AG      | 25-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 6. Transact Other Business (Voting)  | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 9. Approve Remuneration Policy   | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 10. Approve Remuneration Report  | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Director Election - Director Election               | Elect Director   | 11. Reelect Gilles Martin as Executive Director  | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Director Election - Director Election               | Elect Director   | 12. Reelect Yves-Loic Martin as Non-Executive Director   | Against   |
| Eurofins Scientific SE | 25-Apr-24    | Luxembourg  | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 2. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association | Against   |
| Umicore SA             | 25-Apr-24    | Belgium     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | A.7.1. Reelect Thomas Leysen as Member of the Supervisory Board  | Against   |
| Umicore SA             | 25-Apr-24    | Belgium     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | A.7.2. Reelect Koenraad Debackere as an Independent Member of the Supervisory Board  | Against   |
| Umicore SA             | 25-Apr-24    | Belgium     | G          | Director Election - Director Election               | Elect Supervisory Board Member   | A.7.3. Reelect Mark Garrett as an Independent Member of the Supervisory Board  | Against   |
| Corteva, Inc.          | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Klaus A. Engel  | Against   |
| Corteva, Inc.          | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director David C. Everitt  | Against   |
| Corteva, Inc.          | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Janet P. Giesselman   | Against   |
| Corteva, Inc.          | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Michael O. Johanns  | Against   |
| Corteva, Inc.          | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Nayaki R. Nayyar  | Against   |
| Corteva, Inc.          | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Gregory R. Page   | Against   |
| Badger Meter, Inc.     | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director James W. McGill  | Withhold  |
| Badger Meter, Inc.     | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Tessa M. Myers   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Badger Meter, Inc.                | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director James F. Stern   | Withhold  |
| Badger Meter, Inc.                | 26-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Glen E. Tellock  | Withhold  |
| Badger Meter, Inc.                | 26-Apr-24    | USA         | S          | Social - Diversity, Equity, & Inclusion             | Labor Issues - Discrimination and Miscellaneous                | 4. Report on Hiring of Persons with Arrest or Incarceration Records                              | For       |
| Fibra Uno Administracion SA de CV | 26-Apr-24    | Mexico      | G          | Director Election - Director Election               | Elect Director   | 5. Ratify Ruben Goldberg Javkin as Member of Technical Committee                                 | Against   |
| Fibra Uno Administracion SA de CV | 26-Apr-24    | Mexico      | G          | Director Election - Director Election               | Elect Director   | 6. Ratify Herminio Blanco Mendoza as Member of Technical Committee                               | Against   |
| Fibra Uno Administracion SA de CV | 26-Apr-24    | Mexico      | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                      | 9. Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee | Against   |
| Abbott Laboratories               | 26-Apr-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                | Against   |
| Stanley Black & Decker, Inc.      | 26-Apr-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify Ernst & Young LLP as Auditors  | Against   |
| Bayer AG                          | 26-Apr-24    | Germany     | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 4.2. Elect Ertharin Cousin to the Supervisory Board  | Against   |
| Smurfit Kappa Group Plc           | 26-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 5a. Re-elect Irial Finan as Director   | Against   |
| Smurfit Kappa Group Plc           | 26-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 5d. Re-elect Anne Anderson as Director   | Against   |
| Smurfit Kappa Group Plc           | 26-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 5e. Re-elect Frits Beurskens as Director   | Against   |
| Smurfit Kappa Group Plc           | 26-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 5h. Re-elect Kaisa Hietala as Director   | Against   |
| Smurfit Kappa Group Plc           | 26-Apr-24    | Ireland     | G          | Director Election - Director Election               | Elect Director   | 5i. Re-elect James Lawrence as Director  | Against   |
| Baloise Holding AG                | 26-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.1. Reelect Thomas von Planta as Director and Board Chair                                     | Against   |
| Baloise Holding AG                | 26-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.2. Reelect Christoph Maeder as Director  | Against   |
| Baloise Holding AG                | 26-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.6. Reelect Markus Neuhaus as Director  | Against   |
| Baloise Holding AG                | 26-Apr-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.8. Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director                                     | Against   |
| Baloise Holding AG                | 26-Apr-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.2.3. Reappoint Christoph Maeder as Member of the Compensation Committee                        | Against   |
| Baloise Holding AG                | 26-Apr-24    | Switzerland | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 6.1. Amend Articles Re: Removal of Restrictions on Registration and Voting Rights                | For       |



## Analysis of Votes Against Management (Continued)

| Company Name                                       | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---|--|---|-----------|
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 6.2. Amend Articles Re: Regulation on Nominees                              | For       |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 6.3. Amend Articles Re: Qualified Majority for Adoption of Resolutions      | For       |
| Baloise Holding AG                                 | 26-Apr-24    | Switzerland    | G          | Routine Business - Routine Business                 | Other Business   | 7.2. Additional Voting Instructions - Board of Directors Proposals (Voting) | Against   |
| Pearson Plc  | 26-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Sherry Coutu as Director  | Against   |
| Pearson Plc  | 26-Apr-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Remuneration Report   | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                      | 2a1. Elect or Ratify Directors  | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Committee Election               | Elect Member of Audit Committee                                | 2a2. Elect or Ratify Chairman of Audit Committee                            | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Committee Election               | Elect Member of X Committee                                    | 2a3. Elect or Ratify Chairman of Corporate Practices Committee              | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Committee Election               | Elect Member of X Committee                                    | 2a4. Elect or Ratify Members of Committees                                  | Against   |
| Promotora y Operadora de Infraestructura SAB de CV | 26-Apr-24    | Mexico         | G          | Director Related - Board Related                    | Elect Company Clerk/Secretary                                  | 2a5. Elect or Ratify Secretary (Non-Member) of Board                        | Against   |
| Agnico Eagle Mines Limited                         | 26-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Peter Grosskopf   | Withhold  |
| Agnico Eagle Mines Limited                         | 26-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Jeffrey Parr  | Withhold  |
| Agnico Eagle Mines Limited                         | 26-Apr-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Jamie C. Sokalsky                                      | Withhold  |
| Kellanova  | 26-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Zack Gund  | Against   |
| Kellanova  | 26-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Donald Knauss  | Against   |
| Kellanova  | 26-Apr-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 5. Require Independent Board Chair  | For       |
| Kellanova  | 26-Apr-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap   | 6. Report on Median Gender/Racial Pay Gap                                   | For       |
| Kellanova  | 26-Apr-24    | USA            | E, S       | E&S Blended - Health & Safety                       | Product Toxicity and Safety                                    | 7. Report on Risks Associated with Pesticide Use in Supply Chain            | For       |
| Graco Inc.   | 26-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Archie C. Black  | Against   |
| Graco Inc.   | 26-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Brett C. Carter  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Graco Inc.                           | 26-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Shanghai Baosight Software Co., Ltd. | 26-Apr-24    | China          | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 7. Approve Related Party Transaction                              | Against   |
| Genuine Parts Company                | 29-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director P. Russell Hardin                             | Withhold  |
| Genuine Parts Company                | 29-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Robert C. "Robin" Loudermilk, Jr.            | Withhold  |
| Genuine Parts Company                | 29-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.12. Elect Director Juliette W. Pryor                            | Withhold  |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 2. Approve Remuneration Policy                                    | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Rick Haythornthwaite as Director                      | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Jorn Rausing as Director                              | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Andrew Harrison as Director                           | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Emma Lloyd as Director                                | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Julie Southern as Director                           | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Nadia Shouraboura as Director                        | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Julia Brown as Director                              | Against   |
| Ocado Group Plc                      | 29-Apr-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 17. Approve Performance Share Plan                                | Against   |
| Hexagon AB                           | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 12.1. Reelect Ola Rollen as Director                              | Against   |
| Hexagon AB                           | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 12.2. Reelect Marta Schorling Andreen as Director                 | Against   |
| Hexagon AB                           | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 12.4. Reelect Sofia Schorling Hogberg as Director                 | Against   |
| Hexagon AB                           | 29-Apr-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 12.5. Reelect Gun Nilsson as Director                             | Against   |
| Hexagon AB                           | 29-Apr-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                             | 12.10. Reelect Ola Rollen as Board Chair                          | Against   |
| Constellation Energy Corporation     | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Bradley M. Halverson                          | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|----------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Constellation Energy Corporation | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Charles L. Harrington  | Withhold  |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Non-Routine Business - Related-Party Transactions   | Approve Special Auditors' Report Regarding Related-Party Transactions | 5. Approve Auditors' Special Report on Related-Party Transactions  | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                    | 6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Compensation - Directors' Compensation              | Remuneration-Related  | 7. Approve Compensation Report of Corporate Officers   | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 8. Approve Compensation of Axel Dumas, General Manager   | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 9. Approve Compensation of Emile Hermes SAS, General Manager   | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 11. Approve Remuneration Policy of General Managers  | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 13. Reelect Matthieu Dumas as Supervisory Board Member   | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 14. Reelect Blaise Guerrand as Supervisory Board Member  | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Director Election - Director Election               | Elect Supervisory Board Member  | 15. Reelect Olympia Guerrand as Supervisory Board Member   | Against   |
| Hermes International SCA         | 30-Apr-24    | France      | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans  | Against   |
| Grupo Mexico S.A.B. de C.V.      | 30-Apr-24    | Mexico      | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)   | 7. Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees | Against   |
| Grupo Mexico S.A.B. de C.V.      | 30-Apr-24    | Mexico      | G          | Miscellaneous - Miscellaneous                       | Miscellaneous Proposal: Company-Specific                              | 8. Approve Granting/Withdrawal of Powers   | Against   |
| Nexi SpA                         | 30-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 2a. Approve Remuneration Policy  | Against   |
| Nexi SpA                         | 30-Apr-24    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 2b. Approve Second Section of the Remuneration Report  | Against   |
| Sandoz Group AG                  | 30-Apr-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business  | 9. Transact Other Business (Voting)  | Against   |
| VICI Properties Inc.             | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Diana F. Cantor   | Against   |
| VICI Properties Inc.             | 30-Apr-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Elizabeth I. Holland  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name          | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                       | Proposal Text   | Vote Cast |
|-----------------------|--------------|--------|------------|---|--|---|-----------|
| VICI Properties Inc.  | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1g. Elect Director Michael D. Rumbolz   | Against   |
| Wells Fargo & Company | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1c. Elect Director Celeste A. Clark   | Against   |
| Wells Fargo & Company | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1d. Elect Director Theodore F. Craver, Jr.  | Against   |
| Wells Fargo & Company | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1g. Elect Director Wayne M. Hewett  | Against   |
| Wells Fargo & Company | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1k. Elect Director Ronald L. Sargent  | Against   |
| Wells Fargo & Company | 30-Apr-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Workplace Sexual Harassment                | 6. Report on Prevention of Workplace Harassment and Discrimination  | For       |
| Wells Fargo & Company | 30-Apr-24    | USA    | S          | Social - Human Rights                               | Improve Human Rights Standards or Policies | 7. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights | For       |
| Wells Fargo & Company | 30-Apr-24    | USA    | S          | Social - Human Rights                               | Improve Human Rights Standards or Policies | 8. Report on Respecting Indigenous Peoples' Rights  | For       |
| Wells Fargo & Company | 30-Apr-24    | USA    | E, S       | E&S Blended - Climate                               | Climate Change Lobbying                    | 10. Report on Climate Lobbying  | For       |
| Wells Fargo & Company | 30-Apr-24    | USA    | S          | Social - Political Spending                         | Political Spending Congruency              | 11. Report on Congruency of Political Spending with Company Values and Priorities                                       | For       |
| Wells Fargo & Company | 30-Apr-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure              | 12. Report on Lobbying Payments and Policy  | For       |
| EssilorLuxottica SA   | 30-Apr-24    | France | G          | Compensation - Directors' Compensation              | Remuneration-Related                       | 5. Approve Compensation Report of Corporate Officers  | Against   |
| EssilorLuxottica SA   | 30-Apr-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                | 9. Approve Remuneration Policy of Chairman and CEO  | Against   |
| EssilorLuxottica SA   | 30-Apr-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                | 10. Approve Remuneration Policy of Vice-CEO   | Against   |
| EssilorLuxottica SA   | 30-Apr-24    | France | G          | Director Election - Director Election               | Elect Director                             | 11. Elect Francesco Milleri as Director   | Against   |
| PACCAR Inc            | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1.2. Elect Director Dame Alison J. Carnwath   | Against   |
| PACCAR Inc            | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1.7. Elect Director Roderick C. McGeary   | Against   |
| PACCAR Inc            | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1.11. Elect Director Mark A. Schulz   | Against   |
| PACCAR Inc            | 30-Apr-24    | USA    | G          | Director Election - Director Election               | Elect Director                             | 1.12. Elect Director Gregory M. E. Spierkel   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|----------------|------------|---|--|--|-----------|
| PACCAR Inc                                  | 30-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| PACCAR Inc                                  | 30-Apr-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency                            | 5. Advisory Vote on Say on Pay Frequency   | One Year  |
| PACCAR Inc                                  | 30-Apr-24    | USA            | E, S       | E&S Blended - Climate                               | Climate Change Lobbying  | 6. Report on Climate Lobbying  | For       |
| VERBUND AG                                  | 30-Apr-24    | Austria        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                   | 7.2. Elect Ingrid Hengster as Supervisory Board Member                           | Against   |
| VERBUND AG                                  | 30-Apr-24    | Austria        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                   | 7.3. Elect Eva Eberhartinger as Supervisory Board Member                         | Against   |
| Anglo American Plc                          | 30-Apr-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Ian Ashby as Director  | Against   |
| United States Steel Corporation             | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Alicia J. Davis   | Against   |
| United States Steel Corporation             | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Terry L. Dunlap   | Against   |
| United States Steel Corporation             | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director John J. Engel   | Against   |
| United States Steel Corporation             | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Jeh C. Johnson  | Against   |
| United States Steel Corporation             | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Paul A. Mascarenas  | Against   |
| United States Steel Corporation             | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Patricia A. Tracey  | Against   |
| International Business Machines Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Andrew N. Liveris   | Against   |
| International Business Machines Corporation | 30-Apr-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Alfred W. Zollar  | Against   |
| International Business Machines Corporation | 30-Apr-24    | USA            | S          | Social - Political Spending                         | Political Lobbying Disclosure                                    | 4. Report on Lobbying Payments and Policy  | For       |
| International Business Machines Corporation | 30-Apr-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Provide Right to Act by Written Consent                          | 6. Provide Right to Act by Written Consent                                       | For       |
| International Business Machines Corporation | 30-Apr-24    | USA            | E, S       | E&S Blended - Climate                               | Climate Change Lobbying  | 7. Report on Climate Lobbying  | For       |
| International Business Machines Corporation | 30-Apr-24    | USA            | E          | Environmental - Climate                             | GHG Emissions  | 8. Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions | For       |
| Amplifon SpA                                | 30-Apr-24    | Italy          | G          | Takeover Related - Takeover - Restricting           | Adopt Double Voting Rights for Long-Term Registered Shareholders | 1. Amend Company Bylaws Re: Article 13   | Against   |
| Amplifon SpA                                | 30-Apr-24    | Italy          | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                    | 2. Amend Company Bylaws Re: Article 10   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|---------------------------------|--------------|---------|------------|---|---|---|-----------|
| Amplifon SpA                    | 30-Apr-24    | Italy   | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 3. Approve Capital Increase and Convertible Bond Issuance Without Preemptive Rights | Against   |
| Amplifon SpA                    | 30-Apr-24    | Italy   | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine  | 4. Amend Company Bylaws   | Against   |
| FMC Corporation                 | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Eduardo E. Cordeiro  | Against   |
| FMC Corporation                 | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Carol Anthony ("John") Davidson                                  | Against   |
| FMC Corporation                 | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Kathy L. Fortmann  | Against   |
| FMC Corporation                 | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1f. Elect Director C. Scott Greer   | Against   |
| FMC Corporation                 | 30-Apr-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1i. Elect Director Margareth Ovrum  | Against   |
| FMC Corporation                 | 30-Apr-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Novonesis AS Novozymes AS       | 30-Apr-24    | Denmark | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 4. Approve Remuneration Report (Advisory Vote)                                      | Against   |
| Novonesis AS Novozymes AS       | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director  | 6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director                            | Abstain   |
| Novonesis AS Novozymes AS       | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director  | 8.a. Reelect Heine Dalsgaard as Director  | Abstain   |
| Novonesis AS Novozymes AS       | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director  | 8.c. Reelect Kasim Kutay as Director  | Abstain   |
| Novonesis AS Novozymes AS       | 30-Apr-24    | Denmark | G          | Director Election - Director Election               | Elect Director  | 8.g. Reelect Kim Stratton as Director   | Abstain   |
| Carlisle Companies Incorporated | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Maia A. Hansen   | Against   |
| Carlisle Companies Incorporated | 01-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 5. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Pilgrim's Pride Corporation     | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Gilberto Tomazoni  | Withhold  |
| Pilgrim's Pride Corporation     | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Andre Nogueira de Souza  | Withhold  |
| Rogers Corporation              | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Larry L. Berger   | Withhold  |
| Rogers Corporation              | 01-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Anne K. Roby  | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|--|-----------|
| Rogers Corporation              | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Peter C. Wallace   | Withhold  |
| S&P Global Inc.                 | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Marco Alvera   | Against   |
| S&P Global Inc.                 | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director William D. Green   | Against   |
| S&P Global Inc.                 | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Stephanie C. Hill  | Against   |
| S&P Global Inc.                 | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Rebecca Jacoby   | Against   |
| S&P Global Inc.                 | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Robert P. Kelly  | Against   |
| S&P Global Inc.                 | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Richard E. Thornburgh   | Against   |
| The Coca-Cola Company           | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Thomas S. Gayner   | Against   |
| The Coca-Cola Company           | 01-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                  | Against   |
| The Coca-Cola Company           | 01-May-24    | USA    | E, S       | E&S Blended - Health & Safety                       | Product Toxicity and Safety                                    | 7. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners                  | For       |
| The Coca-Cola Company           | 01-May-24    | USA    | S          | Social - Health & Safety                            | Prepare Report on Health Care Reform                           | 8. Report on Risks Caused by the Decline in the Quality of Accessible Medical Care | For       |
| Cognex Corporation              | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Sachin Lawande   | Against   |
| Cognex Corporation              | 01-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                  | Against   |
| Federal Realty Investment Trust | 01-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                  | Against   |
| Federal Realty Investment Trust | 01-May-24    | USA    | G          | Routine Business - Routine Business                 | Other Business   | 4. Other Business  | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Cesar Conde   | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Ian Cook  | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Robert C. Pohlrad   | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Daniel Vasella  | Against   |
| PepsiCo, Inc.                   | 01-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1n. Elect Director Darren Walker   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                    | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|---|---|-----------|
| PepsiCo, Inc.                 | 01-May-24    | USA            | E, S       | E&S Blended - Health & Safety                       | Product Toxicity and Safety             | 8. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners             | For       |
| PepsiCo, Inc.                 | 01-May-24    | USA            | E          | Environmental - Other                               | Community -Environment Impact           | 9. Report on Risks Related to Biodiversity and Nature Loss                    | For       |
| PepsiCo, Inc.                 | 01-May-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Racial Equity and/or Civil Rights Audit | 10. Report on Third-Party Racial Equity Audit                                 | For       |
| PepsiCo, Inc.                 | 01-May-24    | USA            | S          | Social - Political Spending                         | Political Contributions Disclosure      | 12. Issue Transparency Report on Global Public Policy and Political Influence | For       |
| Pool Corporation              | 01-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                          | 1c. Elect Director James "Jim" D. Hope  | Against   |
| Pool Corporation              | 01-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                          | 1f. Elect Director Carlos A. Sabater  | Against   |
| Pool Corporation              | 01-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                          | 1h. Elect Director David G. Whalen  | Against   |
| Molina Healthcare, Inc.       | 01-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                          | 1d. Elect Director Steven J. Orlando  | Against   |
| Molina Healthcare, Inc.       | 01-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                          | 1e. Elect Director Ronna E. Romney  | Against   |
| Molina Healthcare, Inc.       | 01-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                          | 1g. Elect Director Dale B. Wolf   | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                          | 1a. Elect John Bryant as Director   | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                          | 2b. Re-elect Nancy Dubuc as Director  | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                          | 2d. Re-elect Alfred Hurley Jr as Director                                     | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                          | 2f. Re-elect Holly Koepfel as Director  | Against   |
| Flutter Entertainment Plc     | 01-May-24    | Ireland        | G          | Director Election - Director Election               | Elect Director                          | 2g. Re-elect Carolan Lennon as Director                                       | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy             | 2. Approve Remuneration Policy  | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                          | 8. Re-elect Rupert Soames as Director   | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                          | 13. Re-elect Marc Owen as Director  | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                          | 14. Re-elect Angie Risley as Director   | Against   |
| Smith & Nephew plc            | 01-May-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan           | 19. Approve Restricted Share Plan   | Against   |
| Boston Scientific Corporation | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director                          | 1c. Elect Director Edward J. Ludwig   | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                           | Meeting Date | Market | ESG Pillar | Proposal Category                           | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|--------|------------|---|--|---|-----------|
| Boston Scientific Corporation          | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1g. Elect Director John E. Sununu   | Against   |
| Boston Scientific Corporation          | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1i. Elect Director Ellen M. Zane  | Against   |
| Equifax Inc.                           | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1b. Elect Director Mark L. Feidler  | Against   |
| Equifax Inc.                           | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1e. Elect Director Robert D. Marcus                                       | Against   |
| Equifax Inc.                           | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1h. Elect Director Melissa D. Smith                                       | Against   |
| Equifax Inc.                           | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1i. Elect Director Audrey Boone Tillman                                   | Against   |
| Inspire Medical Systems, Inc.          | 02-May-24    | USA    | G          | Audit Related - Auditor Related             | Ratify Auditors  | 2. Ratify Ernst & Young LLP as Auditors                                   | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1g. Elect Director Kate Johnson   | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1h. Elect Director William Johnson  | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1i. Elect Director Franck Moison  | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1k. Elect Director Russell Stokes   | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1l. Elect Director Kevin Warsh  | Against   |
| United Parcel Service, Inc.            | 02-May-24    | USA    | G          | Non-Routine Business - Non-Routine Business | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 4. Approve Recapitalization Plan for all Stock to Have One-vote per Share | For       |
| United Parcel Service, Inc.            | 02-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion     | Report on EEO  | 6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts    | For       |
| Zurn Elkay Water Solutions Corporation | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1.1. Elect Director Todd A. Adams   | Withhold  |
| Zurn Elkay Water Solutions Corporation | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1.2. Elect Director George C. Moore                                       | Withhold  |
| Zurn Elkay Water Solutions Corporation | 02-May-24    | USA    | G          | Director Election - Director Election       | Elect Director   | 1.3. Elect Director Rosemary Schooler                                     | Withhold  |
| BCE Inc.                               | 02-May-24    | Canada | G          | Director Election - Director Election       | Elect Director   | 1.3. Elect Director Katherine Lee   | Against   |
| BCE Inc.                               | 02-May-24    | Canada | G          | Director Election - Director Election       | Elect Director   | 1.4. Elect Director Monique F. Leroux                                     | Against   |
| BCE Inc.                               | 02-May-24    | Canada | G          | Director Election - Director Election       | Elect Director   | 1.5. Elect Director Sheila A. Murray                                      | Against   |
| BCE Inc.                               | 02-May-24    | Canada | G          | Director Election - Director Election       | Elect Director   | 1.9. Elect Director Karen Sheriff   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                        | Meeting Date | Market  | ESG Pillar | Proposal Category                     | Proposal Description                 | Proposal Text  | Vote Cast |
|-------------------------------------|--------------|---------|------------|---------------------------------------|--------------------------------------|--|-----------|
| BCE Inc.                            | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director                       | 1.13. Elect Director Cornell Wright  | Against   |
| AIB Group plc                       | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 5g. Re-elect Elaine MacLean as Director  | Against   |
| AIB Group plc                       | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 5i. Re-elect Brendan McDonagh as Director  | Against   |
| AIB Group plc                       | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 5j. Re-elect Helen Normoyle as Director  | Against   |
| AIB Group plc                       | 02-May-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 5m. Re-elect James Pettigrew as Director   | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1d. Elect Director Ann Fritz Hackett   | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1h. Elect Director Francois Locoh-Donou  | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1i. Elect Director Peter E. Raskind  | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1k. Elect Director Mayo A. Shattuck, III   | Against   |
| Capital One Financial Corporation   | 02-May-24    | USA     | E          | Environmental - Climate               | Restriction of Fossil Fuel Financing | 5. Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities | For       |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election | Elect Director                       | 12.2. Reelect Sonja De Becker as Director  | Against   |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election | Elect Director                       | 12.3. Reelect Liesbet Okkerse as Director  | Against   |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election | Elect Director                       | 12.4. Reelect Erik Clinck as Director  | Against   |
| KBC Group SA/NV                     | 02-May-24    | Belgium | G          | Director Election - Director Election | Elect Director                       | 12.5. Reelect Theodoros Roussis as Director  | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director                       | 1.1. Elect Director Peter J. Blake   | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director                       | 1.3. Elect Director Jeffrey S. Chisholm  | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director                       | 1.4. Elect Director Cathryn E. Cranston  | Against   |
| Toromont Industries Ltd.            | 02-May-24    | Canada  | G          | Director Election - Director Election | Elect Director                       | 1.8. Elect Director Katherine A. Rethy   | Against   |
| United States Lime & Minerals, Inc. | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1.2. Elect Director Richard W. Cardin  | Withhold  |
| United States Lime & Minerals, Inc. | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1.3. Elect Director Antoine M. Doumet  | Withhold  |
| United States Lime & Minerals, Inc. | 02-May-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1.4. Elect Director Sandra C. Duhe   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                        | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------------|--------------|----------------|------------|---|--|---|-----------|
| United States Lime & Minerals, Inc. | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Tom S. Hawkins, Jr.                               | Withhold  |
| United States Lime & Minerals, Inc. | 02-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect George Culmer as Director                                 | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Andrea Blance as Director                                | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Patrick Flynn as Director                                | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Shonaid Jemmett-Page as Director                         | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 14. Re-elect Mohit Joshi as Director                                  | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 15. Re-elect Pippa Lambert as Director                                | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 16. Re-elect Jim McConville as Director                               | Against   |
| Aviva Plc                           | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 17. Re-elect Michael Mire as Director                                 | Against   |
| Howden Joinery Group Plc            | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Andrew Cripps as Director                                 | Against   |
| Howden Joinery Group Plc            | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Louise Fowler as Director                                 | Against   |
| Howden Joinery Group Plc            | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Peter Ventress as Director                               | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director John T. Cahill                                     | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Lori Dickerson Fouche                              | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Alicia Knapp                                       | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director John C. Pope                                       | Against   |
| The Kraft Heinz Company             | 02-May-24    | USA            | E          | Environmental - Pollution                           | Recycling  | 4. Report on Recyclability Claims                                     | For       |
| The Kraft Heinz Company             | 02-May-24    | USA            | S          | Social - Animal Welfare                             | Animal Welfare   | 5. Phase out Purchasing of Pork from Suppliers Using Gestation Stalls | For       |
| Church & Dwight Co., Inc.           | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Bradlen S. Cashaw                                  | Against   |
| Church & Dwight Co., Inc.           | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Bradley C. Irwin                                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Church & Dwight Co., Inc.    | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Susan G. Saideman  | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Ravichandra K. Saligram                                    | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Janet S. Vergis  | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Laurie J. Yoler  | Against   |
| Church & Dwight Co., Inc.    | 02-May-24    | USA            | S          | Social - Political Spending                         | Political Contributions Disclosure                             | 5. Report on Political Contributions and Expenditures                         | For       |
| Corning Incorporated         | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Robert F. Cummings, Jr.                                    | Against   |
| Corning Incorporated         | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Roger W. Ferguson, Jr.                                     | Against   |
| Corning Incorporated         | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Kevin J. Martin  | Against   |
| Corning Incorporated         | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Hansel E. Tookes, II                                       | Against   |
| Corning Incorporated         | 02-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation             | Against   |
| TransUnion                   | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Russell P. Fradin  | Against   |
| TransUnion                   | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Pamela A. Joseph   | Against   |
| TransUnion                   | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Thomas L. Monahan, III                                     | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Ita Brennan   | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director ML Krakauer   | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Julia Liuson  | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director James D. Plummer  | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Alberto Sangiovanni-Vincentelli                           | Against   |
| Cadence Design Systems, Inc. | 02-May-24    | USA            | G          | Takeover Related - Takeover - Restricting           | Eliminate/Restrict Right to Act by Written Consent             | 4. Amend Charter to Add Restrictions on Shareholder Action by Written Consent | Against   |
| Reckitt Benckiser Group Plc  | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Andrew Bonfield as Director                                       | Against   |
| Reckitt Benckiser Group Plc  | 02-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Sir Jeremy Darroch as Director                                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|---|-----------|
| Illinois Tool Works Inc. | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Susan Crown  | Against   |
| Illinois Tool Works Inc. | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Darrell L. Ford  | Against   |
| Illinois Tool Works Inc. | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1e. Elect Director James W. Griffith                                      | Against   |
| Illinois Tool Works Inc. | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Richard H. Lenny                                       | Against   |
| Illinois Tool Works Inc. | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1l. Elect Director Pamela B. Strobel                                      | Against   |
| Illinois Tool Works Inc. | 03-May-24    | USA            | G          | Compensation -<br>Severance Agreement                     | Submit Severance Agreement to<br>Shareholder Vote                    | 5. Submit Severance Agreement to<br>Shareholder Vote                      | For       |
| AbbVie Inc.              | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1d. Elect Director Rebecca B. Roberts                                     | Against   |
| AbbVie Inc.              | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1e. Elect Director Glenn F. Tilton  | Against   |
| AbbVie Inc.              | 03-May-24    | USA            | G          | Corporate Governance -<br>Shareholder Rights              | Reduce Supermajority Vote<br>Requirement                             | 6. Adopt Simple Majority Vote   | For       |
| AbbVie Inc.              | 03-May-24    | USA            | S          | Social - Political Spending                               | Political Lobbying Disclosure  | 7. Report on Lobbying Payments and<br>Policy                              | For       |
| AbbVie Inc.              | 03-May-24    | USA            | S          | Social - Health & Safety                                  | Review Drug Pricing or<br>Distribution                               | 8. Report on Impact of Extended Patent<br>Exclusivities on Product Access | For       |
| Dover Corporation        | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Deborah L. DeHaas                                      | Against   |
| Dover Corporation        | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director H. John Gilbertson, Jr.                                | Against   |
| Dover Corporation        | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Kristiane C. Graham                                    | Against   |
| Dover Corporation        | 03-May-24    | USA            | G          | Director Election -<br>Director Election                  | Elect Director   | 1e. Elect Director Michael F. Johnston                                    | Against   |
| Dover Corporation        | 03-May-24    | USA            | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation      | Against   |
| Mondi Plc                | 03-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 4. Re-elect Svein Brandtzaeg as Director                                  | Against   |
| Mondi Plc                | 03-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 5. Re-elect Sue Clark as Director   | Against   |
| Mondi Plc                | 03-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 6. Re-elect Anke Groth as Director  | Against   |
| Mondi Plc                | 03-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 8. Re-elect Saki Macozoma as Director                                     | Against   |
| Mondi Plc                | 03-May-24    | United Kingdom | G          | Director Election -<br>Director Election                  | Elect Director   | 10. Re-elect Dominique Reiniche as<br>Director                            | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Mondi Plc                         | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Dame Angela Strank as Director                            | Against   |
| Mondi Plc                         | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Philip Yea as Director                                    | Against   |
| Mondi Plc                         | 03-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Stephen Young as Director                                 | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Andre Desmarais                                    | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Paul Desmarais, Jr.                                | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Gary Doer  | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Susan J. McArthur                                 | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.12. Elect Director John McCallum                                     | Against   |
| IGM Financial Inc.                | 03-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.13. Elect Director R. Jeffrey Orr                                    | Against   |
| Teleflex Incorporated             | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Stephen K. Klasko                                   | Against   |
| Teleflex Incorporated             | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Stuart A. Randle                                    | Against   |
| Teleflex Incorporated             | 03-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Teleflex Incorporated             | 03-May-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For       |
| Lattice Semiconductor Corporation | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robin A. Abrams                                    | Against   |
| Lattice Semiconductor Corporation | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director D. Jeffrey Richardson                              | Against   |
| Lattice Semiconductor Corporation | 03-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Elizabeth Schwarting                               | Against   |
| Interroll Holding AG              | 03-May-24    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4.1. Approve Remuneration Report                                       | Against   |
| Interroll Holding AG              | 03-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.1. Reelect Paul Zumbuehl as Director and Board Chair                 | Against   |
| Interroll Holding AG              | 03-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Stefano Mercorio as Director                              | Against   |
| Interroll Holding AG              | 03-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.5. Reelect Markus Asch as Director                                   | Against   |
| Interroll Holding AG              | 03-May-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 6.1. Reappoint Markus Asch as Member of the Compensation Committee     | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market      | ESG Pillar | Proposal Category                       | Proposal Description                                 | Proposal Text  | Vote Cast |
|----------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Director Related - Committee Election   | Elect Member of Remuneration Committee               | 6.2. Reappoint Stefano Mercurio as Member of the Compensation Committee  | Against   |
| Interroll Holding AG             | 03-May-24    | Switzerland | G          | Routine Business - Routine Business     | Other Business                                       | 9. Transact Other Business (Voting)  | Against   |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election   | Elect Director                                       | 2b. Elect Director Nicolas Darveau-Garneau   | Withhold  |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election   | Elect Director                                       | 2e. Elect Director William Linton  | Withhold  |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election   | Elect Director                                       | 2f. Elect Director Audrey Mascarenhas  | Withhold  |
| TMX Group Limited                | 03-May-24    | Canada      | G          | Director Election - Director Election   | Elect Director                                       | 2h. Elect Director Monique Mercier   | Withhold  |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.3. Elect Director Linda W. Clement-Holmes  | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.4. Elect Director Dirk J. Debbink  | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.6. Elect Director Jill P. Meyer  | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.8. Elect Director Gretchen W. Schar  | Against   |
| Cincinnati Financial Corporation | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.10. Elect Director Douglas S. Skidmore   | Against   |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.1. Elect Director Warren E. Buffett  | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.5. Elect Director Stephen B. Burke   | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.6. Elect Director Kenneth I. Chenault  | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.8. Elect Director Susan L. Decker  | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.9. Elect Director Charlotte Guyman   | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | G          | Director Election - Director Election   | Elect Director                                       | 1.11. Elect Director Thomas S. Murphy, Jr.   | Withhold  |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | E          | Environmental - Climate                 | Disclosure of Fossil Fuel Financing                  | 2. Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing | For       |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | E          | Environmental - Climate                 | GHG Emissions  | 3. Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report   | For       |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | S          | Social - Diversity, Equity, & Inclusion | Report on EEO  | 4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts   | For       |
| Berkshire Hathaway Inc.          | 04-May-24    | USA         | E, S       | E&S Blended - Board Related             | Establish Environmental/Social Issue Board Committee | 5. Establish a Railroad Safety Committee   | For       |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------|--------------|--------|------------|---|--|--|-----------|
| Moderna, Inc.            | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Robert Langer                                       | Against   |
| Moderna, Inc.            | 06-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Ronald Sugar  | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Ursula Burns  | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Robert Eckert                                       | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Wan Ling Martello                                   | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director David I. Trujillo                                   | Against   |
| Uber Technologies, Inc.  | 06-May-24    | USA    | S          | Social - Health & Safety                            | Facility Safety  | 5. Commission a Third-Party Audit on Driver Health and Safety          | For       |
| Eli Lilly and Company    | 06-May-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 6. Report on Lobbying Payments and Policy                              | For       |
| Eli Lilly and Company    | 06-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For       |
| Eli Lilly and Company    | 06-May-24    | USA    | S          | Social - Health & Safety                            | Review Drug Pricing or Distribution                            | 8. Report on Impact of Extended Patent Exclusivities on Product Access | For       |
| Eli Lilly and Company    | 06-May-24    | USA    | S          | Social - Human Rights                               | Improve Human Rights Standards or Policies                     | 9. Adopt a Comprehensive Human Rights Policy                           | For       |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Walter J. Clayton, III                              | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Theodore J. Leonsis                                 | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Deborah P. Majoras                                  | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Daniel L. Vasella                                   | Against   |
| American Express Company | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Christopher D. Young                                | Against   |
| American Express Company | 06-May-24    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 5. Submit Severance Agreement to Shareholder Vote                      | For       |
| American Express Company | 06-May-24    | USA    | E, S       | E&S Blended - Climate                               | Climate Change Lobbying  | 6. Report on Climate Lobbying  | For       |
| Valmont Industries, Inc. | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Theo Freye   | Withhold  |
| The Hershey Company      | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Robert M. Dutkowsky                                | Withhold  |



## Analysis of Votes Against Management (Continued)

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|--|--|-----------|
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director M. Diane Koken   | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Robert M. Malcolm  | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Anthony J. Palmer  | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Juan R. Perez   | Withhold  |
| The Hershey Company                          | 06-May-24    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 4. Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers | For       |
| The Hershey Company                          | 06-May-24    | USA    | E          | Environmental - Pollution                           | Recycling  | 5. Report on Support for a Circular Economy for Packaging  | For       |
| IDEXX Laboratories, Inc.                     | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Bruce L. Clafin   | Against   |
| IDEXX Laboratories, Inc.                     | 06-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Asha S. Collins   | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Glenda J. Minor   | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director James J. O'Brien  | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Alejandro D. Wolff  | Against   |
| Albemarle Corporation                        | 07-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                | Against   |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director William F. Austen  | Withhold  |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Gail E. Hamilton   | Withhold  |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Andrew C. Kerin  | Withhold  |
| Arrow Electronics, Inc.                      | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Carol P. Lowe  | Withhold  |
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Mark A. Emmert   | Against   |
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Diane H. Gulyas  | Against   |
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Liane J. Pelletier   | Against   |
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts                           | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                       | Proposal Description                            | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|---|--|-----------|
| Expeditors International of Washington, Inc. | 07-May-24    | USA    | E          | Environmental - Climate                 | GHG Emissions                                   | 6. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal       | For       |
| T. Rowe Price Group, Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1f. Elect Director Eileen P. Rominger  | Against   |
| T. Rowe Price Group, Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1i. Elect Director Robert J. Stevens   | Against   |
| T. Rowe Price Group, Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1k. Elect Director Alan D. Wilson  | Against   |
| Arthur J. Gallagher & Co.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1a. Elect Director Sherry Barrat   | Against   |
| Arthur J. Gallagher & Co.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1f. Elect Director David Johnson   | Against   |
| Arthur J. Gallagher & Co.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1g. Elect Director Chris Miskel  | Against   |
| Baxter International Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1c. Elect Director Patricia B. Morrison  | Against   |
| Baxter International Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1d. Elect Director Stephen N. Oesterle   | Against   |
| Baxter International Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1g. Elect Director Brent Shafer  | Against   |
| Baxter International Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1h. Elect Director Cathy R. Smith  | Against   |
| Baxter International Inc.                    | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1j. Elect Director David S. Wilkes   | Against   |
| Baxter International Inc.                    | 07-May-24    | USA    | G          | Compensation - Compensation             | Stock Retention/Holding Period                  | 6. Adopt Share Retention Policy For Senior Executives                                | For       |
| Hubbell Incorporated                         | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.2. Elect Director Carlos M. Cardoso  | Withhold  |
| Hubbell Incorporated                         | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.4. Elect Director Anthony J. Guzzi   | Withhold  |
| Hubbell Incorporated                         | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.6. Elect Director Neal J. Keating  | Withhold  |
| Hubbell Incorporated                         | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.7. Elect Director Bonnie C. Lind   | Withhold  |
| IDEX Corporation                             | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1a. Elect Director Mark A. Buthman   | Against   |
| IDEX Corporation                             | 07-May-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1b. Elect Director Lakecia N. Gunter   | Against   |
| IDEX Corporation                             | 07-May-24    | USA    | G          | Audit Related - Auditor Related         | Ratify Auditors                                 | 4. Ratify Deloitte & Touche LLP as Auditors  | Against   |
| IDEX Corporation                             | 07-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion | Labor Issues - Discrimination and Miscellaneous | 5. Report on Company's Hiring Practices with Respect to Formerly Incarcerated People | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|--------|------------|---|--|---|-----------|
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Omar Ishrak                                | Against   |
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Risa Lavizzo-Mourey                        | Against   |
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Tsu-Jae King Liu                           | Against   |
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Barbara G. Novick                          | Against   |
| Intel Corporation                | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Frank D. Yeary                             | Against   |
| Ziff Davis, Inc.                 | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Trace Harris                               | Against   |
| Ziff Davis, Inc.                 | 07-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify KPMG LLP as Auditors                                | Against   |
| Ziff Davis, Inc.                 | 07-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 4. Approve Omnibus Stock Plan                                 | Against   |
| Bristol-Myers Squibb Company     | 07-May-24    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 5. Require Independent Board Chair                            | For       |
| Bristol-Myers Squibb Company     | 07-May-24    | USA    | G          | Compensation - Compensation                         | Stock Retention/Holding Period                                 | 6. Adopt Share Retention Policy For Senior Executives         | For       |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles Adair                              | Against   |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Larry A. Barden                            | Against   |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Linda Goodspeed                            | Against   |
| Darling Ingredients Inc.         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Gary W. Mize                               | Against   |
| Edenred SA                       | 07-May-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 6. Approve Remuneration Policy of Chairman and CEO            | Against   |
| Edenred SA                       | 07-May-24    | France | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Bertrand Dumazy, Chairman and CEO | Against   |
| Edwards Lifesciences Corporation | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Paul A. LaViolette                        | Against   |
| Edwards Lifesciences Corporation | 07-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify PricewaterhouseCoopers LLP as Auditors              | Against   |
| Kimco Realty Corporation         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Philip E. Coviello                         | Against   |
| Kimco Realty Corporation         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Frank Lourenso                             | Against   |
| Kimco Realty Corporation         | 07-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Henry Moniz                                | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Mary Hogan Preusse  | Against   |
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director Valerie Richardson  | Against   |
| Kimco Realty Corporation | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Richard B. Saltzman   | Against   |
| MKS Instruments, Inc.    | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Rajeev Batra   | Withhold  |
| MKS Instruments, Inc.    | 07-May-24    | USA         | G          | Corporate Governance -<br>Shareholder Rights              | Reduce Supermajority Vote<br>Requirement                             | 4. Adopt Simple Majority Vote  | For       |
| MRC Global Inc.          | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Deborah G. Adams   | Withhold  |
| MRC Global Inc.          | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director George John Damiris  | Withhold  |
| MRC Global Inc.          | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.5. Elect Director Ronald L. Jadin  | Withhold  |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 4.1.b. Reelect Patrick Firmenich as<br>Director                                      | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 4.1.f. Reelect Carla Mahieu as Director  | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Election -<br>Director Election                  | Elect Director   | 4.1.j. Reelect Richard Ridinger as Director  | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Director Related -<br>Committee Election                  | Elect Member of Remuneration<br>Committee                            | 4.2.1. Reappoint Carla Mahieu as Member<br>of the Compensation Committee             | Against   |
| DSM-Firmenich AG         | 07-May-24    | Switzerland | G          | Routine Business -<br>Routine Business                    | Other Business   | 8. Transact Other Business (Voting)  | Against   |
| AMETEK, Inc.             | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Suzanne L. Stefany  | Against   |
| AMETEK, Inc.             | 07-May-24    | USA         | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation                 | Against   |
| NVR, Inc.                | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1e. Elect Director Alfred E. Festa   | Against   |
| NVR, Inc.                | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director Mel Martinez  | Against   |
| NVR, Inc.                | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director David A. Preiser  | Against   |
| NVR, Inc.                | 07-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1j. Elect Director Susan Williamson Ross   | Against   |
| NVR, Inc.                | 07-May-24    | USA         | S          | Social - Diversity, Equity,<br>& Inclusion                | Report on EEO  | 4. Report on Effectiveness of Diversity,<br>Equity and Inclusion Efforts and Metrics | For       |
| NVR, Inc.                | 07-May-24    | USA         | S          | Social - Political Spending                               | Political Contributions<br>Disclosure                                | 5. Report on Political Contributions   | For       |

## Analysis of Votes Against Management (Continued)

| Company Name    | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------|--------------|-------------|------------|---|--|--|-----------|
| Public Storage  | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Kristy M. Pipes   | Against   |
| Public Storage  | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Ronald P. Spogli  | Against   |
| Public Storage  | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Paul S. Williams  | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Timothy O'Day   | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Sarah Raiss   | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Carol M. Stephenson   | Against   |
| RB Global, Inc. | 07-May-24    | Canada      | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Change Jurisdiction of Incorporation [ ]                       | 4. Approve Continuance of Company [CBCA to OBCA]                                     | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Andrew Snyder   | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Valeria Alberola  | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Michael Angelakis   | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Usama N. Cortas   | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1i. Elect Director Anthony Munk  | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Wendell Pritchett   | Against   |
| Clarivate Plc   | 07-May-24    | Jersey      | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Richard W. Roedel   | Against   |
| argenx SE       | 07-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report   | Against   |
| argenx SE       | 07-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation             | Approve Remuneration Policy                                    | 5. Approve Remuneration Policy   | Against   |
| argenx SE       | 07-May-24    | Netherlands | G          | Director Election - Director Election                           | Elect Director   | 7. Reelect Peter Verhaeghe as Non-Executive Director                                 | Against   |
| argenx SE       | 07-May-24    | Netherlands | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                   | 10. Amend Articles of Association and Authorization to Execute the Deed of Amendment | Against   |
| LKQ Corporation | 07-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Patrick Berard  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                   | Meeting Date | Market | ESG Pillar | Proposal Category                         | Proposal Description                                  | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|---|--|-----------|
| LKQ Corporation                                | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1d. Elect Director Blythe J. McGarvie                                  | Against   |
| LKQ Corporation                                | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1f. Elect Director Jody G. Miller                                      | Against   |
| LKQ Corporation                                | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1g. Elect Director Guhan Subramanian                                   | Against   |
| LKQ Corporation                                | 07-May-24    | USA    | G          | Audit Related - Auditor Related           | Ratify Auditors                                       | 2. Ratify Deloitte & Touche LLP as Auditors                            | Against   |
| Qinghai Salt Lake Industry Co., Ltd.           | 07-May-24    | China  | G          | Routine Business - Routine Business       | Accept Financial Statements and Statutory Reports     | 5. Approve Financial Statements and Financial Budget Report            | Against   |
| Qinghai Salt Lake Industry Co., Ltd.           | 07-May-24    | China  | G          | Company Articles - Article Amendments     | Amend Articles/Bylaws/Charter -- Organization-Related | 11. Amend Related-Party Transaction Management Methods                 | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1b. Elect Director Feroz Dewan   | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1c. Elect Director Linda Filler  | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1d. Elect Director Teri List   | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1i. Elect Director A. Shane Sanders                                    | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1j. Elect Director John T. Schwieters                                  | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1l. Elect Director Raymond C. Stevens                                  | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1m. Elect Director Elias A. Zerhouni                                   | Against   |
| Danaher Corporation                            | 07-May-24    | USA    | G          | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For       |
| Danaher Corporation                            | 07-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion   | Report on EEO   | 5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For       |
| The Boston Beer Company, Inc.                  | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.1. Elect Director Meghan V. Joyce                                    | Withhold  |
| The Boston Beer Company, Inc.                  | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.2. Elect Director Cynthia L. Swanson                                 | Withhold  |
| The Boston Beer Company, Inc.                  | 07-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.3. Elect Director Jean-Michel Valette                                | Withhold  |
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.2. Elect Director Nancy C. Andrews                                   | Against   |
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.5. Elect Director Deborah T. Kochevar                                | Against   |
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.6. Elect Director George Llado, Sr.                                  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                   | Meeting Date | Market | ESG Pillar | Proposal Category                         | Proposal Description                                  | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|---|--|-----------|
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.11. Elect Director Virginia M. Wilson                                | Against   |
| Charles River Laboratories International, Inc. | 08-May-24    | USA    | S          | Social - Animal Welfare                   | Animal Welfare  | 4. Report on Imported Nonhuman Primates                                | For       |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1e. Elect Director Steven J. Demetriou                                 | Against   |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1g. Elect Director Kimberly S. Lubel                                   | Against   |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1h. Elect Director Julie A. Piggott                                    | Against   |
| Arcosa, Inc.                                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1i. Elect Director Melanie M. Trent                                    | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1A. Elect Director Glyn F. Aeppel                                      | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1B. Elect Director Larry C. Glasscock                                  | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1C. Elect Director Allan Hubbard                                       | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1G. Elect Director Gary M. Rodkin                                      | Against   |
| Simon Property Group, Inc.                     | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1H. Elect Director Peggy Fang Roe                                      | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1a. Elect Director Nora M. Denzel                                      | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1c. Elect Director Michael P. Gregoire                                 | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1d. Elect Director Joseph A. Householder                               | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1i. Elect Director Elizabeth W. Vanderslice                            | Against   |
| Advanced Micro Devices, Inc.                   | 08-May-24    | USA    | G          | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For       |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.5. Elect Director Theodore J. Hoepner                                | Withhold  |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.7. Elect Director Toni Jennings                                      | Withhold  |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.12. Elect Director H. Palmer Proctor, Jr.                            | Withhold  |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.13. Elect Director Wendell S. Reilly                                 | Withhold  |
| Brown & Brown, Inc.                            | 08-May-24    | USA    | G          | Director Election - Director Election     | Elect Director  | 1.15. Elect Director Chilton D. Varner                                 | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Brown & Brown, Inc.           | 08-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation       | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.1. Approve Remuneration Report (Non-Binding)                          | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1. Reelect Michael Ball as Director and Board Chair                   | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.6. Reelect Thomas Glanzmann as Director                               | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.7. Reelect Keith Grossman as Director                                 | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.10. Reelect Ines Poeschel as Director                                 | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.1. Reappoint Thomas Glanzmann as Member of the Compensation Committee | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.4. Reappoint Ines Poeschel as Member of the Compensation Committee    | Against   |
| Alcon Inc.                    | 08-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)                                    | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas P. Bostick                                    | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Paul C. Hilal  | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Linda H. Riefler                                     | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Suzanne M. Vautrinot                                 | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director John J. Zillmer                                      | Against   |
| CSX Corporation               | 08-May-24    | USA         | G          | Director Related - Board Related                    | Establish Other Governance Board Committee                     | 4. Establish Railroad Safety Committee                                  | For       |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Mark A. Finkelstein                                  | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Eric S. Forrest                                      | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Peggy Y. Fowler                                      | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Luis F. Machuca                                      | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Maria M. Pope  | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director John F. Schultz                                      | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Hilliard C. Terry, III   | Against   |
| Columbia Banking System, Inc. | 08-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sandra J. Horning  | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Harish M. Manwani  | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Anthony Welters  | Against   |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Director Related - Board Related                    | Company-Specific Board-Related   | 5. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates    | For       |
| Gilead Sciences, Inc.         | 08-May-24    | USA         | G          | Compensation - Compensation                         | Stock Retention/Holding Period   | 7. Adopt Share Retention Policy For Senior Executives                                       | For       |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.2. Reelect Angelica Kohlmann as Director  | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.3. Reelect Christoph Maeder as Director   | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 6.1.6. Reelect Juergen Steinemann as Director   | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.4.1. Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee   | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.4.2. Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee    | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.4.3. Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee  | Against   |
| Lonza Group AG                | 08-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 11. Transact Other Business (Voting)  | Against   |
| MTU Aero Engines AG           | 08-May-24    | Germany     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 8. Approve Remuneration Policy  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members                 | 4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.5 Million  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.7 Million | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.1. Reelect Nayla Hayek as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|-------------|------------|---|--|---|-----------|
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.2. Reelect Ernst Tanner as Director   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.3. Reelect Daniela Aeschlimann as Director  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.4. Reelect Georges Hayek as Director  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.5. Reelect Claude Nicollier as Director   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.6. Reelect Jean-Pierre Roth as Director   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5.7. Elect Marc Hayek as Director   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman   | 5.8. Reelect Nayla Hayek as Board Chair   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 6.1. Reappoint Nayla Hayek as Member of the Compensation Committee  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 6.2. Reappoint Ernst Tanner as Member of the Compensation Committee   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 6.3. Reappoint Daniela Aeschlimann as Member of the Compensation Committee  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 6.4. Reappoint Georges Hayek as Member of the Compensation Committee  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 6.5. Reappoint Claude Nicollier as Member of the Compensation Committee   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 6.6. Reappoint Jean-Pierre Roth as Member of the Compensation Committee   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee   | 6.7. Appoint Marc Hayek as Member of the Compensation Committee   | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Company Articles - Article Amendments               | Adopt New Articles of Association/Charter  | 9. Amend Articles of Association  | Against   |
| The Swatch Group AG           | 08-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 10. Transact Other Business (Voting)  | Against   |
| Vonovia SE                    | 08-May-24    | Germany     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 6. Approve Remuneration Report  | Against   |
| Vonovia SE                    | 08-May-24    | Germany     | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 7. Approve Remuneration Policy  | Against   |
| Zhejiang Expressway Co., Ltd. | 08-May-24    | China       | G          | Routine Business - Routine Business                 | Accept Financial Statements and Statutory Reports                                | 5. Approve Final Accounts and Financial Budget  | Against   |
| Zhejiang Expressway Co., Ltd. | 08-May-24    | China       | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares and Related Transactions | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                            | Proposal Description                                     | Proposal Text   | Vote Cast |
|------------------------------|--------------|----------------|------------|--|--|---|-----------|
| WPP Plc                      | 08-May-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 5. Re-elect Angela Ahrendts as Director   | Against   |
| WPP Plc                      | 08-May-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 8. Re-elect Tom Ilube as Director   | Against   |
| WPP Plc                      | 08-May-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 9. Re-elect Roberto Quarta as Director  | Against   |
| WPP Plc                      | 08-May-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 11. Re-elect Cindy Rose as Director   | Against   |
| Rentokil Initial Plc         | 08-May-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 5. Re-elect David Frear as Director   | Against   |
| Rentokil Initial Plc         | 08-May-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 7. Re-elect Sally Johnson as Director   | Against   |
| Rentokil Initial Plc         | 08-May-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 8. Re-elect Sarosh Mistry as Director   | Against   |
| Rentokil Initial Plc         | 08-May-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 9. Re-elect John Pettigrew as Director  | Against   |
| Rentokil Initial Plc         | 08-May-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 11. Re-elect Richard Solomons as Director   | Against   |
| Rentokil Initial Plc         | 08-May-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 12. Re-elect Cathy Turner as Director   | Against   |
| Rentokil Initial Plc         | 08-May-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 13. Re-elect Linda Yueh as Director   | Against   |
| First Solar, Inc.            | 08-May-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1.3. Elect Director Molly E. Joseph   | Against   |
| First Solar, Inc.            | 08-May-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1.5. Elect Director William J. Post   | Against   |
| First Solar, Inc.            | 08-May-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1.7. Elect Director Paul H. Stebbins  | Against   |
| First Solar, Inc.            | 08-May-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1.8. Elect Director Michael T. Sweeney  | Against   |
| First Solar, Inc.            | 08-May-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1.10. Elect Director Norman L. Wright   | Against   |
| First Solar, Inc.            | 08-May-24    | USA            | G          | Corporate Governance -<br>Shareholder Rights | Amend Articles/Bylaws/Charter<br>- Call Special Meetings | 5. Provide Right to Call a Special Meeting<br>at a 10 Percent Ownership Threshold | For       |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election -<br>Director Election     | Elect Director   | 1.5. Elect Director Stephani Kingsmill  | Against   |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election -<br>Director Election     | Elect Director   | 1.6. Elect Director Jane E. Kinney  | Against   |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election -<br>Director Election     | Elect Director   | 1.10. Elect Director Indira V.<br>Samarasekera                                    | Against   |
| Intact Financial Corporation | 08-May-24    | Canada         | G          | Director Election -<br>Director Election     | Elect Director   | 1.11. Elect Director Frederick Singer   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Haleon Plc                        | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Sir Dave Lewis as Director                            | Against   |
| Haleon Plc                        | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Vindi Banga as Director                               | Against   |
| Haleon Plc                        | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Tracy Clarke as Director                              | Against   |
| Haleon Plc                        | 08-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Deirdre Mahlan as Director                           | Against   |
| Novanta Inc.                      | 08-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1A. Elect Director Lonny J. Carpenter                             | Withhold  |
| Novanta Inc.                      | 08-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Barbara B. Hulit                               | Withhold  |
| Novanta Inc.                      | 08-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1E. Elect Director Maxine L. Mauricio                             | Withhold  |
| Novanta Inc.                      | 08-May-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1G. Elect Director Thomas N. Secor                                | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Vinod M. Khilnani                             | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Emily M. Liggett                              | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Robert J. Phillippy                           | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Patrick Prevost                               | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director N. Mohan Reddy                                | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Craig S. Shular                               | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Darlene J. S. Solomon                         | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Robert B. Toth                                | Withhold  |
| Materion Corporation              | 09-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Mettler-Toledo International Inc. | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Domitille Doat-Le Bigot                       | Against   |
| Mettler-Toledo International Inc. | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Thomas P. Salice                              | Against   |
| Mettler-Toledo International Inc. | 09-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Ingrid Zhang                                  | Against   |
| Mettler-Toledo International Inc. | 09-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                              | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|--------|------------|---|--|---|-----------|
| Mueller Industries, Inc.                  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Elizabeth Donovan   | Withhold  |
| Mueller Industries, Inc.                  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Scott J. Goldman  | Withhold  |
| Mueller Industries, Inc.                  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director John B. Hansen  | Withhold  |
| Mueller Industries, Inc.                  | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Tractor Supply Company                    | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Union Pacific Corporation                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director David B. Dillon  | Against   |
| Union Pacific Corporation                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sheri H. Edison  | Against   |
| Union Pacific Corporation                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Jane H. Lute   | Against   |
| Union Pacific Corporation                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Michael R. McCarthy  | Against   |
| Union Pacific Corporation                 | 09-May-24    | USA    | G          | Director Related - Board Related                    | Company-Specific Board-Related                                 | 5. Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders | For       |
| Sterling Infrastructure, Inc.             | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Dana C. O'Brien  | Against   |
| Sterling Infrastructure, Inc.             | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Charles R. Patton  | Against   |
| Sterling Infrastructure, Inc.             | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Dwayne A. Wilson   | Against   |
| BlackLine, Inc.                           | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Owen Ryan   | Withhold  |
| BlackLine, Inc.                           | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Sophia Velastegui   | Withhold  |
| BlackLine, Inc.                           | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Integra LifeSciences Holdings Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Keith Bradley  | Against   |
| Integra LifeSciences Holdings Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Barbara B. Hill  | Against   |
| Integra LifeSciences Holdings Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Raymond G. Murphy  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------|--------------|--------|------------|---|--|--|-----------|
| Itron, Inc.              | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1d. Elect Director Santiago Perez                                    | Against   |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Norma B. Clayton                                 | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Patrick J. Dempsey                               | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.4. Elect Director Christopher J. Kearney                           | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.5. Elect Director Laurette T. Koellner                             | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Michael W. Lamach                                | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.8. Elect Director Nadja Y. West                                    | Withhold  |
| Nucor Corporation        | 09-May-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1C. Elect Director Kenneth W. Cornew                                 | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1D. Elect Director Traci M. Dolan                                    | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1F. Elect Director James C. Marcuccilli                              | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1G. Elect Director Bradley S. Seaman                                 | Against   |
| Steel Dynamics, Inc.     | 09-May-24    | USA    | G          | Corporate Governance -<br>Shareholder Rights              | Amend Articles/Bylaws/Charter<br>- Call Special Meetings             | 5. Provide Right to Call a Special Meeting                           | For       |
| Tyler Technologies, Inc. | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Glenn A. Carter                                  | Withhold  |
| Tyler Technologies, Inc. | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director Brenda A. Cline                                  | Withhold  |
| Tyler Technologies, Inc. | 09-May-24    | USA    | G          | Corporate Governance -<br>Shareholder Rights              | Reduce Supermajority Vote<br>Requirement                             | 5. Adopt Simple Majority Vote  | For       |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Marc A. Bruno                                     | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Larry D. De Shon                                  | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1d. Elect Director Bobby J. Griffin                                  | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Terri L. Kelly                                    | Against   |
| United Rentals, Inc.     | 09-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1j. Elect Director Shiv Singh  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name         | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description  | Proposal Text   | Vote Cast |
|----------------------|--------------|--------|------------|---------------------------------------|---|---|-----------|
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director James Y. Chao   | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director John T. Chao  | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Mark A. McCollum  | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1.4. Elect Director R. Bruce Northcutt  | Withhold  |
| Westlake Corporation | 09-May-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors   | 2. Ratify PricewaterhouseCoopers LLP as Auditors  | Against   |
| Westlake Corporation | 09-May-24    | USA    | E          | Environmental - Pollution             | Recycling   | 3. Report on Reducing Plastic Pollution of the Oceans                                       | For       |
| CTS Corporation      | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1e. Elect Director Robert A. Profusek   | Against   |
| CTS Corporation      | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1f. Elect Director Randy L. Stone   | Against   |
| CTS Corporation      | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1g. Elect Director Alfonso G. Zulueta   | Against   |
| Quebecor Inc.        | 09-May-24    | Canada | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Lise Croteau  | Withhold  |
| Quebecor Inc.        | 09-May-24    | Canada | G          | Routine Business - Routine Business   | Amend Meeting Procedures  | 5. SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements | For       |
| Quebecor Inc.        | 09-May-24    | Canada | E          | Environmental - Climate               | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan | 6. SP 4: Advisory Vote on Environmental Policies  | For       |
| Stryker Corporation  | 09-May-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors   | Against   |
| Stryker Corporation  | 09-May-24    | USA    | S          | Social - Political Spending           | Political Contributions Disclosure                                    | 4. Report on Political Contributions and Expenditures                                       | For       |
| A10 Networks, Inc.   | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director Peter Y. Chung   | Withhold  |
| A10 Networks, Inc.   | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1c. Elect Director Eric Singer  | Withhold  |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1d. Elect Director Charles P. Carey   | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1g. Elect Director Martin J. Gepsman  | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1h. Elect Director Larry G. Gerdes  | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director Daniel R. Glickman   | Against   |
| CME Group Inc.       | 09-May-24    | USA    | G          | Director Election - Director Election | Elect Director  | 1k. Elect Director Phyllis M. Lockett   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|---|-----------|
| CME Group Inc.                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1q. Elect Director Dennis A. Suskind  | Against   |
| CME Group Inc.                 | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Onex Corporation               | 09-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1A. Elect Director Lisa Carnoy  | Withhold  |
| Onex Corporation               | 09-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Sarabjit S. Marwah   | Withhold  |
| Progress Software Corporation  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Paul T. Dacier  | Withhold  |
| Progress Software Corporation  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director John R. Egan  | Withhold  |
| Progress Software Corporation  | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Vivian Vitale   | Withhold  |
| Teradyne, Inc.                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Peter Herweck  | Against   |
| Teradyne, Inc.                 | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Marilyn Matz   | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Shellye Archambeau  | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Vittorio Colao  | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Laxman Narasimhan   | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Rodney Slater   | Against   |
| Verizon Communications Inc.    | 09-May-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 5. Report on Lobbying Payments and Policy   | For       |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Compensation - Compensation                         | Clawback of Incentive Payments                                 | 6. Amend Clawback Policy  | For       |
| Verizon Communications Inc.    | 09-May-24    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 7. Require Independent Board Chair  | For       |
| Verizon Communications Inc.    | 09-May-24    | USA    | E          | Environmental - Other                               | Community -Environment Impact                                  | 9. Report on Lead-Sheathed Cables   | For       |
| Verizon Communications Inc.    | 09-May-24    | USA    | S          | Social - Political Spending                         | Political Spending Congruency                                  | 10. Report on Congruency of Political Spending with Company Values and Priorities | For       |
| Zebra Technologies Corporation | 09-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Ross W. Manire   | Withhold  |
| Zebra Technologies Corporation | 09-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                                   | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description  | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---------------------------------------|---|---|-----------|
| Calix, Inc.                                    | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1.2. Elect Director Kevin Peters  | Withhold  |
| Avantor, Inc.                                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1b. Elect Director John Carethers   | Against   |
| Avantor, Inc.                                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1f. Elect Director Jonathan Peacock   | Against   |
| Avantor, Inc.                                  | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1i. Elect Director Gregory Summe  | Against   |
| Axcelis Technologies, Inc.                     | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1.1. Elect Director Tzu-Yin ("TY") Chiu   | Withhold  |
| Axcelis Technologies, Inc.                     | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1.5. Elect Director Jeanne Quirk  | Withhold  |
| Axcelis Technologies, Inc.                     | 09-May-24    | USA            | G          | Director Election - Director Election | Elect Director  | 1.7. Elect Director Thomas St. Dennis   | Withhold  |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 7. Re-elect Mohamed A. El-Erian as Director   | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 10. Re-elect Brian Gilvary as Director  | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 11. Re-elect Nigel Higgins as Director  | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 13. Re-elect Diane Schueneman as Director   | Against   |
| Barclays PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director  | 15. Re-elect Julia Wilson as Director   | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director  | 1.3. Elect Director Andre Desmarais   | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director  | 1.4. Elect Director Paul Desmarais, Jr.   | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director  | 1.7. Elect Director Anthony R. Graham   | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Director Election - Director Election | Elect Director  | 1.10. Elect Director Isabelle Marcoux   | Against   |
| Power Corporation of Canada                    | 09-May-24    | Canada         | E          | Environmental - Climate               | Disclosure of Fossil Fuel Financing                                   | 4. SP 1: Disclose the Corporation's Scope 1-3 Financed Emissions Annually                   | For       |
| Power Corporation of Canada                    | 09-May-24    | Canada         | G          | Routine Business - Routine Business   | Amend Meeting Procedures  | 6. SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements | For       |
| Power Corporation of Canada                    | 09-May-24    | Canada         | E          | Environmental - Climate               | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan | 8. SP 5: Advisory Vote on Environmental Policies  | For       |
| ACS Actividades de Construccion y Servicios SA | 09-May-24    | Spain          | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine                          | 6. Amend Article 12   | Against   |
| ACS Actividades de Construccion y Servicios SA | 09-May-24    | Spain          | G          | Routine Business - Routine Business   | Approve/Amend Regulations on General Meetings                         | 7. Amend Article 7 of General Meeting Regulations   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                   | Meeting Date | Market         | ESG Pillar | Proposal Category                         | Proposal Description  | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|---|--|-----------|
| ACS Actividades de Construccion y Servicios SA | 09-May-24    | Spain          | G          | Capitalization - Capital Issuance         | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 10. Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital | Against   |
| Arch Capital Group Ltd.                        | 09-May-24    | Bermuda        | G          | Director Election - Director Election     | Elect Director  | 1a. Elect Director Laurie S. Goodman   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 5. Re-elect Peter Bains as Director  | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 7. Re-elect Graham Hetherington as Director  | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 8. Re-elect Jerome Lande as Director   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 9. Re-elect Joanna Le Couilliard as Director   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 11. Re-elect Barbara Ryan as Director  | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 12. Re-elect Mark Stejbach as Director   | Against   |
| Indivior PLC                                   | 09-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 13. Re-elect Juliet Thompson as Director   | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1c. Elect Director Kermit R. Crawford  | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1f. Elect Director Mary J. Steele Guilfoile  | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1g. Elect Director Jodee A. Kozlak   | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1h. Elect Director Henry J. Maier  | Against   |
| C.H. Robinson Worldwide, Inc.                  | 09-May-24    | USA            | G          | Audit Related - Auditor Related           | Ratify Auditors   | 3. Ratify Deloitte & Touche LLP as Auditors  | Against   |
| Prologis, Inc.                                 | 09-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1e. Elect Director Lydia H. Kennard  | Against   |
| Prologis, Inc.                                 | 09-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1h. Elect Director Avid Modjtabai  | Against   |
| Prologis, Inc.                                 | 09-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1i. Elect Director David P. O'Connor   | Against   |
| Prologis, Inc.                                 | 09-May-24    | USA            | G          | Corporate Governance - Shareholder Rights | Reduce Supermajority Vote Requirement   | 6. Adopt Simple Majority Vote  | For       |
| iA Financial Corporation Inc.                  | 09-May-24    | Canada         | G          | Director Election - Director Election     | Elect Director  | 1.6. Elect Director Emma K. Griffin  | Withhold  |
| iA Financial Corporation Inc.                  | 09-May-24    | Canada         | G          | Director Election - Director Election     | Elect Director  | 1.8. Elect Director Jacques Martin   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text   | Vote Cast |
|-------------------------------|--------------|--------|------------|---|---|---|-----------|
| iA Financial Corporation Inc. | 09-May-24    | Canada | G          | Director Election -<br>Director Election                  | Elect Director  | 1.11. Elect Director Suzanne Rancourt   | Withhold  |
| iA Financial Corporation Inc. | 09-May-24    | Canada | G          | Director Election -<br>Director Election                  | Elect Director  | 1.14. Elect Director Rebecca Schechter  | Withhold  |
| iA Financial Corporation Inc. | 09-May-24    | Canada | G          | Routine Business -<br>Routine Business                    | Amend Meeting Procedures  | 5. SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements | For       |
| iA Financial Corporation Inc. | 09-May-24    | Canada | E          | Environmental - Climate                                   | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan | 7. SP 4: Advisory Vote on Environmental Policies  | For       |
| Louisiana-Pacific Corporation | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1a. Elect Director F. Nicholas Grasberger, III  | Against   |
| Louisiana-Pacific Corporation | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1b. Elect Director Ozey K. Horton, Jr.  | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1a. Elect Director Christopher B. Begley  | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1b. Elect Director Betsy J. Bernard   | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1d. Elect Director Robert A. Hagemann   | Against   |
| Zimmer Biomet Holdings, Inc.  | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1f. Elect Director Maria Teresa (Tessa) Hilado  | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1c. Elect Director Douglas N. Benham  | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1h. Elect Director James H. Kropp   | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1i. Elect Director Lynn C. Swann  | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1j. Elect Director Winifred M. Webb   | Against   |
| American Homes 4 Rent         | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1l. Elect Director Matthew R. Zaist   | Against   |
| Tradeweb Markets Inc.         | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1.1. Elect Director Jacques Aigrain   | Withhold  |
| Tradeweb Markets Inc.         | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1.3. Elect Director Paula Madoff  | Withhold  |
| Tradeweb Markets Inc.         | 10-May-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation        | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Vulcan Materials Company      | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1c. Elect Director Cynthia L. Hostetler   | Against   |
| Akamai Technologies, Inc.     | 10-May-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director  | 1.1. Elect Director Sharon Bowen  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Monte Ford                                    | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Dan Hesse                                     | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Jonathan Miller                               | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Ben Verwaayen                                 | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan                                       | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Takeover Related - Takeover - Other                 | Adjourn Meeting  | 5. Adjourn Meeting  | Against   |
| Akamai Technologies, Inc.          | 10-May-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement                          | 7. Adopt Simple Majority Vote                                     | For       |
| Alcoa Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Mary Anne Citrino                              | Against   |
| Alcoa Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Thomas J. Gorman                               | Against   |
| Alcoa Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Ernesto Zedillo                                | Against   |
| Alcoa Corporation                  | 10-May-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 4. Report on Lobbying Payments and Policy                         | For       |
| John Bean Technologies Corporation | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director C. Maury Devine                                | Against   |
| John Bean Technologies Corporation | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles L. Harrington                          | Against   |
| Masco Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Marie A. Ffolkes                               | Against   |
| Masco Corporation                  | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director John C. Plant                                  | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan                                       | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                     | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 4. Approve Share Plan Grant to CEO Patrick W. Smith               | Against   |
| Axon Enterprise, Inc.              | 10-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Colgate-Palmolive Company          | 10-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Colgate-Palmolive Company          | 10-May-24    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 4. Require Independent Board Chair                                | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------------|--------------|--------|------------|---|--|---|-----------|
| Lundin Mining Corporation          | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1B. Elect Director C. Ashley Heppenstall                          | Against   |
| Lundin Mining Corporation          | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1D. Elect Director Juliana L. Lam                                 | Against   |
| Lundin Mining Corporation          | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1F. Elect Director Dale C. Peniuk                                 | Against   |
| The Progressive Corporation        | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Philip Bleser                                  | Against   |
| The Progressive Corporation        | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Roger N. Farah                                 | Against   |
| The Progressive Corporation        | 10-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Lawton W. Fitt                                 | Against   |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a2. Elect Director Jaimie Donovan                                 | Withhold  |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a3. Elect Director R. Peter Gillin                                | Withhold  |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a4. Elect Director Chantal Gosselin                               | Withhold  |
| Wheaton Precious Metals Corp.      | 10-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | a7. Elect Director Charles A. Jeannes                             | Withhold  |
| TERNA Rete Elettrica Nazionale SpA | 10-May-24    | Italy  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 5.1. Approve Remuneration Policy                                  | Against   |
| TERNA Rete Elettrica Nazionale SpA | 10-May-24    | Italy  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5.2. Approve Second Section of the Remuneration Report            | Against   |
| Constellation Software Inc.        | 13-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Robert Kittel                                 | Withhold  |
| Constellation Software Inc.        | 13-May-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Andrew Pastor                                | Withhold  |
| DraftKings Inc.                    | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jason D. Robins                               | Withhold  |
| DraftKings Inc.                    | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Woodrow H. Levin                              | Withhold  |
| DraftKings Inc.                    | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Valerie Mosley                                | Withhold  |
| DraftKings Inc.                    | 13-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Marni M. Walden                              | Withhold  |
| DraftKings Inc.                    | 13-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| DraftKings Inc.                    | 13-May-24    | USA    | S          | Social - Political Spending                         | Political Contributions Disclosure                             | 4. Report on Political Contributions and Expenditures             | For       |

## Analysis of Votes Against Management (Continued)

| Company Name            | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------|--------------|--------|------------|---|--|--|-----------|
| Teradata Corporation    | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Lisa R. Bacus                                       | Against   |
| Ventas, Inc.            | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Melody C. Barnes                                    | Against   |
| Ventas, Inc.            | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Marguerite M. Nader                                 | Against   |
| Ventas, Inc.            | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Sean P. Nolan                                       | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Thomas "Tony" K. Brown                              | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director David B. Dillon                                     | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Pedro J. Pizarro                                    | Against   |
| 3M Company              | 14-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Five9, Inc.             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Michael Burdick                                    | Withhold  |
| Five9, Inc.             | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Julie Iskow  | Withhold  |
| Five9, Inc.             | 14-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| QuidelOrtho Corporation | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Kenneth F. Buechler                                | Withhold  |
| QuidelOrtho Corporation | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Kenneth J. Widder                                  | Withhold  |
| QuidelOrtho Corporation | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Joseph D. Wilkins, Jr.                            | Withhold  |
| Amkor Technology, Inc.  | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Douglas A. Alexander                               | Withhold  |
| Amkor Technology, Inc.  | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Roger A. Carolin                                   | Withhold  |
| Amkor Technology, Inc.  | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Winston J. Churchill                               | Withhold  |
| Amkor Technology, Inc.  | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Gil C. Tily                                       | Withhold  |
| Amkor Technology, Inc.  | 14-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For       |
| Artivion, Inc.          | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Marna P. Borgstrom                                 | Withhold  |
| Artivion, Inc.          | 14-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jeffrey H. Burbank                                 | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                               | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| Artivion, Inc.                             | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Elizabeth A. Hoff  | Withhold  |
| Artivion, Inc.                             | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Jon W. Salveson  | Withhold  |
| Artivion, Inc.                             | 14-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Laboratory Corporation of America Holdings | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Kathryn E. Wengel   | Against   |
| Laboratory Corporation of America Holdings | 14-May-24    | USA            | S          | Social - Animal Welfare                             | Animal Welfare   | 5. Report on Transport of Nonhuman Primates Within the U.S.  | For       |
| Laboratory Corporation of America Holdings | 14-May-24    | USA            | S          | Social - Data Security & Privacy                    | Data Security, Privacy, and Internet Issues                    | 6. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | For       |
| Motorola Solutions, Inc.                   | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Kenneth D. Denman   | Against   |
| Motorola Solutions, Inc.                   | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Gregory K. Mondre   | Against   |
| Motorola Solutions, Inc.                   | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Joseph M. Tucci   | Against   |
| Centene Corporation                        | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jessica L. Blume  | Against   |
| Centene Corporation                        | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Wayne S. DeVeydt  | Against   |
| Centene Corporation                        | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Lori J. Robinson  | Against   |
| Centene Corporation                        | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Theodore R. Samuels   | Against   |
| Centene Corporation                        | 14-May-24    | USA            | E          | Environmental - Climate                             | GHG Emissions  | 4. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal    | For       |
| Knife River Corp.                          | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director German Carmona Alvarez  | Against   |
| Lotus Bakeries NV                          | 14-May-24    | Belgium        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report   | Against   |
| Lotus Bakeries NV                          | 14-May-24    | Belgium        | G          | Director Election - Director Election               | Elect Director   | 8. Reelect Beneconsult BV, Permanently Represented by Benedikte Boone, as Director                             | Against   |
| Lotus Bakeries NV                          | 14-May-24    | Belgium        | G          | Director Election - Director Election               | Elect Director   | 9. Reelect Concellent NV, Permanently Represented by Sofie Boone, as Director                                  | Against   |
| Phoenix Group Holdings Plc                 | 14-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Karen Green as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description                  | Proposal Text   | Vote Cast |
|----------------------------|--------------|----------------|------------|---------------------------------------|---------------------------------------|---|-----------|
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                        | 9. Re-elect Nicholas Lyons as Director  | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                        | 10. Re-elect Katie Murray as Director   | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                        | 11. Re-elect John Pollock as Director   | Against   |
| Phoenix Group Holdings Plc | 14-May-24    | United Kingdom | G          | Director Election - Director Election | Elect Director                        | 15. Re-elect Nicholas Shott as Director   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 2. Elect Director Gary L. Belske  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 3. Elect Director Robert J. Bernhard  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 4. Elect Director Bruno V. Di Leo Allen   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 6. Elect Director Carla A. Harris   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 7. Elect Director Thomas J. Lynch   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 8. Elect Director William I. Miller   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 9. Elect Director Kimberly A. Nelson  | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 10. Elect Director Karen H. Quintos   | Against   |
| Cummins Inc.               | 14-May-24    | USA            | G          | Director Related - Board Related      | Require Independent Board Chairman    | 14. Require Independent Board Chair   | For       |
| Cummins Inc.               | 14-May-24    | USA            | E, S       | E&S Blended - Compensation            | Link Executive Pay to Social Criteria | 15. Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals                           | For       |
| Skyworks Solutions, Inc.   | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 1b. Elect Director Kevin L. Beebe   | Against   |
| Skyworks Solutions, Inc.   | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 1f. Elect Director Suzanne E. McBride   | Against   |
| Skyworks Solutions, Inc.   | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 1g. Elect Director David P. McGlade   | Against   |
| Skyworks Solutions, Inc.   | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 1i. Elect Director Maryann Turcke   | Against   |
| Skyworks Solutions, Inc.   | 14-May-24    | USA            | E          | Environmental - Climate               | GHG Emissions                         | 11. Adopt GHG Emissions Reduction Targets and Climate Transition Plan Aligned with the Paris Agreement Goal | For       |
| The Allstate Corporation   | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 1a. Elect Director Donald E. Brown  | Against   |
| The Allstate Corporation   | 14-May-24    | USA            | G          | Director Election - Director Election | Elect Director                        | 1d. Elect Director Margaret M. Keane  | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|--|-----------|
| The Allstate Corporation    | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Andrea Redmond  | Against   |
| The Allstate Corporation    | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Gregg M. Sherrill   | Against   |
| The Allstate Corporation    | 14-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Monica Turner   | Against   |
| The Allstate Corporation    | 14-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| The Allstate Corporation    | 14-May-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman   | 4. Require Independent Board Chair   | For       |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 15.c. Reelect Helena Saxon as Director   | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 15.e. Reelect Filippa Stenberg as Director   | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 15.f. Reelect Anders Ullman as Director  | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 15.g. Elect Zlatko Rihter as New Director  | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 17. Approve Remuneration Policy And Other Terms of Employment For Executive Management | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan  | 18.A1. Approve Long Term Incentive Program (Management Program)                        | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Compensation - Equity Compensation Plan             | Approve Equity Plan Financing  | 18.B1. Approve Equity Plan Financing (Management Program)                              | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Compensation - Equity Compensation Plan             | Approve Alternative Equity Plan Financing  | 18.C. Approve Alternative Equity Plan Financing  | Against   |
| Swedish Orphan Biovitrum AB | 14-May-24    | Sweden         | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 19. Approve Creation of Pool of Capital without Preemptive Rights                      | Against   |
| Tencent Holdings Limited    | 14-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights    | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William E. Ford   | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Fabrizio Freda  | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Murry S. Gerber   | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Cheryl D. Mills   | Against   |
| BlackRock, Inc.             | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Gordon M. Nixon   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|---|-----------|
| BlackRock, Inc.        | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Kristin C. Peck  | Against   |
| BlackRock, Inc.        | 15-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| BlackRock, Inc.        | 15-May-24    | USA         | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 6. Require Independent Board Chair  | For       |
| BlackRock, Inc.        | 15-May-24    | USA         | E          | Environmental - Climate                             | Report on Climate Change                                       | 7. Report on Proxy Voting Record and Policies for Climate Change-Related Proposals          | For       |
| US Foods Holding Corp. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Marla Gottschalk   | Against   |
| US Foods Holding Corp. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Sunil Gupta  | Against   |
| US Foods Holding Corp. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Ann E. Ziegler   | Against   |
| Verisk Analytics, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Vincent K. Brooks  | Against   |
| Verisk Analytics, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Kathleen A. Hogenson   | Against   |
| Verisk Analytics, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Kimberly S. Stevenson  | Against   |
| Verisk Analytics, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Therese M. Vaughan   | Against   |
| Verisk Analytics, Inc. | 15-May-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Deloitte & Touche LLP as Auditors   | Against   |
| Bunge Global SA        | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5b. Elect Director Sheila Bair  | Against   |
| Bunge Global SA        | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5c. Elect Director Carol Browner  | Against   |
| Bunge Global SA        | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5g. Elect Director Monica McGurk  | Against   |
| Bunge Global SA        | 15-May-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 5i. Elect Director Henry "Jay" Winship  | Against   |
| Bunge Global SA        | 15-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7c. Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee | Against   |
| Bunge Global SA        | 15-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | A. Other Business   | Against   |
| Invitation Homes, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Jana Cohen Barbe  | Withhold  |
| Invitation Homes, Inc. | 15-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Richard D. Bronson  | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| Invitation Homes, Inc.          | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jeffrey E. Kelter                             | Withhold  |
| Invitation Homes, Inc.          | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Frances Aldrich Sevilla-Sacasa                | Withhold  |
| Annaly Capital Management, Inc. | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Francine J. Bovich                             | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Kathy Hopinkah Hannan                          | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Michael Haylon                                 | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Eric A. Reeves                                 | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Vicki Williams                                 | Against   |
| Annaly Capital Management, Inc. | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Enphase Energy, Inc.            | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Badrinarayanan Kothandaraman                  | Withhold  |
| Enphase Energy, Inc.            | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Joseph Malchow                                | Withhold  |
| Enphase Energy, Inc.            | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Hilton Worldwide Holdings Inc.  | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Ingredion Incorporated          | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Gregory B. Kenny                               | Against   |
| Ingredion Incorporated          | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Stephan B. Tanda                               | Against   |
| Ingredion Incorporated          | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Jorge A. Uribe                                 | Against   |
| Ingredion Incorporated          | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Patricia Verduin                               | Against   |
| Ingredion Incorporated          | 15-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Ingredion Incorporated          | 15-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| Minerals Technologies Inc.      | 15-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Marc E. Robinson                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                        | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-------------------------------------|--------------|---------|------------|---|--|--|-----------|
| Minerals Technologies Inc.          | 15-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                            | Against   |
| State Street Corporation            | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Amelia C. Fawcett   | Against   |
| State Street Corporation            | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director William L. Meaney   | Against   |
| State Street Corporation            | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Gregory L. Summe  | Against   |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Thomas B. Leonardi  | Against   |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Clarence Otis, Jr.  | Against   |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Elizabeth E. Robinson   | Against   |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Rafael Santana  | Against   |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                            | Against   |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | E          | Environmental - Climate                             | GHG Emissions  | 4. Report on Methane Emissions   | For       |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                            | 5. Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors | For       |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | S          | Social - Human Rights                               | Improve Human Rights Standards or Policies                     | 6. Report on Human Rights Risk in Underwriting   | For       |
| The Travelers Companies, Inc.       | 15-May-24    | USA     | S          | Social - Human Capital Management                   | Report on Pay Disparity  | 7. Consider Pay Disparity Between CEO and Other Employees                                    | For       |
| Vertex Pharmaceuticals Incorporated | 15-May-24    | USA     | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting                       | For       |
| Vertex Pharmaceuticals Incorporated | 15-May-24    | USA     | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap   | 5. Report on Median and Adjusted Gender/Racial Pay Gaps                                      | For       |
| Everest Group, Ltd.                 | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director John J. Amore  | Against   |
| Everest Group, Ltd.                 | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director William F. Galtney, Jr.  | Against   |
| Everest Group, Ltd.                 | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director John A. Graf   | Against   |
| Everest Group, Ltd.                 | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Meryl Hartzband  | Against   |
| Everest Group, Ltd.                 | 15-May-24    | Bermuda | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Gerri Losquadro  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Everest Group, Ltd.                | 15-May-24    | Bermuda     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.7. Elect Director Hazel McNeillage   | Against   |
| Everest Group, Ltd.                | 15-May-24    | Bermuda     | G          | Director Election -<br>Director Election                  | Elect Director   | 1.8. Elect Director Roger M. Singer  | Against   |
| Fiserv, Inc.                       | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Wafaa Mamilli  | Withhold  |
| Fiserv, Inc.                       | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.7. Elect Director Heidi G. Miller  | Withhold  |
| Fiserv, Inc.                       | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.8. Elect Director Doyle R. Simons  | Withhold  |
| Old Dominion Freight Line, Inc.    | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Bradley R. Gabosch   | Withhold  |
| Old Dominion Freight Line, Inc.    | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.8. Elect Director John D. Kasarda  | Withhold  |
| Old Dominion Freight Line, Inc.    | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.11. Elect Director Thomas A. Stith, III                                      | Withhold  |
| Old Dominion Freight Line, Inc.    | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.12. Elect Director Leo H. Suggs  | Withhold  |
| Old Dominion Freight Line, Inc.    | 15-May-24    | USA         | E          | Environmental - Climate                                   | GHG Emissions  | 5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | For       |
| Reliance, Inc.                     | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Lisa L. Baldwin   | Against   |
| Reliance, Inc.                     | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Robert A. McEvoy  | Against   |
| Reliance, Inc.                     | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director David W. Seeger   | Against   |
| Reliance, Inc.                     | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Douglas W. Stotlar  | Against   |
| SAP SE                             | 15-May-24    | Germany     | G          | Director Election -<br>Director Election                  | Elect Supervisory Board Member                                 | 7.1. Elect Aicha Evans to the Supervisory Board                                | Against   |
| SAP SE                             | 15-May-24    | Germany     | G          | Director Election -<br>Director Election                  | Elect Supervisory Board Member                                 | 7.3. Elect Friederike Rotsch to the Supervisory Board                          | Against   |
| Euronext NV                        | 15-May-24    | Netherlands | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3.c. Approve Remuneration Report   | Against   |
| American International Group, Inc. | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director James Cole, Jr.   | Against   |
| American International Group, Inc. | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Diana M. Murphy   | Against   |
| American International Group, Inc. | 15-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director John G. Rice  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|----------------|------------|---|--|--|-----------|
| American International Group, Inc.          | 15-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| American International Group, Inc.          | 15-May-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 4. Require Independent Board Chair   | For       |
| Molson Coors Beverage Company               | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director H. Sanford Riley                                       | Withhold  |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Emma Griffin as Director                                       | Against   |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Rosemary Hilary as Director                                    | Against   |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect John Hitchins as Director                                      | Against   |
| St. James's Place Plc                       | 15-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Paul Manduca as Director                                       | Against   |
| ZoomInfo Technologies Inc.                  | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Henry Schuck   | Withhold  |
| ZoomInfo Technologies Inc.                  | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Keith Enright  | Withhold  |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Larry D. De Shon  | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Carlos Dominguez  | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Donna A. James  | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Teresa Wynn Roseborough                                 | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Virginia P. Ruesterholz                                 | Against   |
| The Hartford Financial Services Group, Inc. | 15-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation          | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.10. Reelect Martin Schmid as Director                                    | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.11. Reelect Franziska Sauber as Director                                 | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 5.12. Reelect Klaus Tschuetscher as Director                               | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.13. Reappoint Martin Schmid as Member of the Compensation Committee      | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.14. Reappoint Franziska Sauber as Member of the Compensation Committee   | Against   |
| Swiss Life Holding AG                       | 15-May-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 5.15. Reappoint Klaus Tschuetscher as Member of the Compensation Committee | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Swiss Life Holding AG                | 15-May-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business   | 10. Transact Other Business (Voting)  | Against   |
| Kadant Inc.                          | 15-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Erin L. Russell   | Against   |
| Kadant Inc.                          | 15-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Rebecca Martinez O'Mara   | Against   |
| Kadant Inc.                          | 15-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Yealink Network Technology Co., Ltd. | 15-May-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                               | 7. Approve Use of Idle Own Funds for Cash Management  | Against   |
| Yealink Network Technology Co., Ltd. | 15-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 9. Amend the Independent Director Working Rules   | Against   |
| Yealink Network Technology Co., Ltd. | 15-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 10. Approve to Expand the Strategy Committee of the Board of Directors into the Strategy and ESG Committee of the Board of Directors and Revising Relevant Work Rules | Against   |
| Yealink Network Technology Co., Ltd. | 15-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 13. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |
| H&E Equipment Services, Inc.         | 16-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.5. Elect Director Bruce C. Bruckmann  | Withhold  |
| H&E Equipment Services, Inc.         | 16-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.8. Elect Director Lawrence C. Karlson   | Withhold  |
| H&E Equipment Services, Inc.         | 16-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.9. Elect Director Jacob Thomas  | Withhold  |
| H&E Equipment Services, Inc.         | 16-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.10. Elect Director Mary P. Thompson   | Withhold  |
| H&E Equipment Services, Inc.         | 16-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| CVS Health Corporation               | 16-May-24    | USA         | S          | Social - Human Rights   | Improve Human Rights Standards or Policies                     | 5. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights   | For       |
| Cboe Global Markets, Inc.            | 16-May-24    | USA         | G          | Takeover Related - Takeover - Enhancing                         | Provide Right to Call Special Meeting                          | 4. Provide Right to Call Special Meeting  | Against   |
| Cboe Global Markets, Inc.            | 16-May-24    | USA         | G          | Corporate Governance - Shareholder Rights                       | Amend Articles/Bylaws/Charter - Call Special Meetings          | 5. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold  | For       |
| Martin Marietta Materials, Inc.      | 16-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Dorothy M. Ables  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| Martin Marietta Materials, Inc. | 16-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Alan Campbell                                  | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Susan K. Carter                                | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Thomas L. Deitrich                             | Against   |
| ON Semiconductor Corporation    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Paul A. Mascarenas                             | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Karen A. Dawes                                 | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Nicolas M. Barthelemy                          | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Konstantin Konstantinov                        | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Martin D. Madaus                               | Against   |
| Repligen Corporation            | 16-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Ernst & Young LLP as Auditors                           | Against   |
| SPS Commerce, Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director James Ramsey                                   | Against   |
| SPS Commerce, Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Marty Reaume                                   | Against   |
| SPS Commerce, Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Anne Sempowski Ward                            | Against   |
| SPS Commerce, Inc.              | 16-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| Dropbox, Inc.                   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Lisa Campbell                                 | Withhold  |
| Dropbox, Inc.                   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Andrew W. Houston                             | Withhold  |
| Dropbox, Inc.                   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Paul E. Jacobs                                | Withhold  |
| Herc Holdings Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Patrick D. Campbell                            | Against   |
| Herc Holdings Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Jean K. Holley                                 | Against   |
| Herc Holdings Inc.              | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Michael A. Kelly                               | Against   |
| O'Reilly Automotive, Inc.       | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Thomas T. Hendrickson                          | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|---|-----------|
| O'Reilly Automotive, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Dana M. Perlman  | Against   |
| O'Reilly Automotive, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Maria A. Sastre  | Against   |
| O'Reilly Automotive, Inc. | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Fred Whitfield   | Against   |
| O'Reilly Automotive, Inc. | 16-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| O'Reilly Automotive, Inc. | 16-May-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 4. Require Independent Board Chair  | For       |
| The Home Depot, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Gerard J. Arpey  | Against   |
| The Home Depot, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Jeffery H. Boyd  | Against   |
| The Home Depot, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Paula Santilli   | Against   |
| The Home Depot, Inc.      | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Caryn Seidman-Becker   | Against   |
| The Home Depot, Inc.      | 16-May-24    | USA            | S          | Social - Political Spending                         | Political Spending Congruency                                  | 5. Report on Political Spending Congruency  | For       |
| The Home Depot, Inc.      | 16-May-24    | USA            | E          | Environmental - Other                               | Community -Environment Impact                                  | 8. Disclose a Biodiversity Impact and Dependency Assessment                                       | For       |
| The Home Depot, Inc.      | 16-May-24    | USA            | G          | Compensation - Compensation                         | Clawback of Incentive Payments                                 | 9. Clawback of Incentive Payments   | For       |
| Yum! Brands, Inc.         | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Brian C. Cornell   | Against   |
| Yum! Brands, Inc.         | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Mirian M. Graddick-Weir  | Against   |
| Yum! Brands, Inc.         | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Thomas C. Nelson   | Against   |
| Yum! Brands, Inc.         | 16-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director P. Justin Skala  | Against   |
| Yum! Brands, Inc.         | 16-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| Yum! Brands, Inc.         | 16-May-24    | USA            | E, S       | E&S Blended - Health & Safety                       | Product Toxicity and Safety                                    | 4. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains | For       |
| Next Plc                  | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Jonathan Bewes as Director  | Against   |
| Next Plc                  | 16-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Soumen Das as Director  | Against   |

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

| <b>Company Name</b>              | <b>Meeting Date</b> | <b>Market</b>  | <b>ESG Pillar</b> | <b>Proposal Category</b>              | <b>Proposal Description</b> | <b>Proposal Text</b>                         | <b>Vote Cast</b> |
|----------------------------------|---------------------|----------------|-------------------|---------------------------------------|-----------------------------|--|------------------|
| Next Plc                         | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 8. Re-elect Tom Hall as Director             | Against          |
| Next Plc                         | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 9. Re-elect Dame Tristia Harrison Director   | Against          |
| Next Plc                         | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 12. Re-elect Michael Roney as Director       | Against          |
| The UNITE Group Plc              | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 6. Re-elect Richard Huntingford as Director  | Against          |
| The UNITE Group Plc              | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 8. Re-elect Ross Paterson as Director        | Against          |
| The UNITE Group Plc              | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 9. Re-elect Ilaria del Beato as Director     | Against          |
| The UNITE Group Plc              | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 10. Re-elect Dame Shirley Pearce as Director | Against          |
| The UNITE Group Plc              | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 11. Re-elect Thomas Jackson as Director      | Against          |
| The UNITE Group Plc              | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 12. Re-elect Sir Steve Smith as Director     | Against          |
| The UNITE Group Plc              | 16-May-24           | United Kingdom | G                 | Director Election - Director Election | Elect Director              | 13. Re-elect Nicola Dulieu as Director       | Against          |
| AvalonBay Communities, Inc.      | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1a. Elect Director Glyn F. Aeppel            | Against          |
| AvalonBay Communities, Inc.      | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1b. Elect Director Terry S. Brown            | Against          |
| AvalonBay Communities, Inc.      | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1e. Elect Director Christopher B. Howard     | Against          |
| AvalonBay Communities, Inc.      | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1k. Elect Director Susan Swanezy             | Against          |
| Illumina, Inc.                   | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1A. Elect Director Frances Arnold            | Against          |
| Illumina, Inc.                   | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1C. Elect Director Robert S. Epstein         | Against          |
| Illumina, Inc.                   | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1D. Elect Director Scott Gottlieb            | Against          |
| Illumina, Inc.                   | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1H. Elect Director Philip W. Schiller        | Against          |
| Marsh & McLennan Companies, Inc. | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1d. Elect Director H. Edward Hanway          | Against          |
| Marsh & McLennan Companies, Inc. | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1f. Elect Director Deborah C. Hopkins        | Against          |
| Marsh & McLennan Companies, Inc. | 16-May-24           | USA            | G                 | Director Election - Director Election | Elect Director              | 1i. Elect Director Steven A. Mills           | Against          |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|--------|------------|---|--|---|-----------|
| Marsh & McLennan Companies, Inc. | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Morton O. Schapiro   | Against   |
| Marsh & McLennan Companies, Inc. | 16-May-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Provide Right to Act by Written Consent                        | 4. Provide Right to Act by Written Consent  | For       |
| Alnylam Pharmaceuticals, Inc.    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Dennis A. Ausiello   | Against   |
| Alnylam Pharmaceuticals, Inc.    | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director David E.I. Pyott   | Against   |
| Lennox International Inc.        | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Sherry L. Buck  | Against   |
| Lennox International Inc.        | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Gregory T. Swienton   | Against   |
| Lennox International Inc.        | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Todd J. Teske   | Against   |
| Quest Diagnostics Incorporated   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Vicky B. Gregg  | Against   |
| Quest Diagnostics Incorporated   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Timothy L. Main   | Against   |
| Quest Diagnostics Incorporated   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Denise M. Morrison  | Against   |
| Quest Diagnostics Incorporated   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Gary M. Pfeiffer  | Against   |
| Quest Diagnostics Incorporated   | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Timothy M. Ring   | Against   |
| Quest Diagnostics Incorporated   | 16-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Quest Diagnostics Incorporated   | 16-May-24    | USA    | E          | Environmental - Climate                             | GHG Emissions  | 5. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal | For       |
| Amphenol Corporation             | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David P. Falck  | Against   |
| Amphenol Corporation             | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Rita S. Lane  | Against   |
| Amphenol Corporation             | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Anne Clarke Wolff   | Against   |
| Amphenol Corporation             | 16-May-24    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 6. Reduce Ownership Threshold for Shareholders to Call Special Meeting                                      | For       |
| Hasbro, Inc.                     | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Lisa Gersh  | Against   |
| Hasbro, Inc.                     | 16-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Laurel J. Richie  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                       | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|-------------|------------|---|--|---|-----------|
| Hasbro, Inc.                                       | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.10. Elect Director Richard S. Stoddart                                | Against   |
| Hasbro, Inc.                                       | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.11. Elect Director Mary Beth West                                     | Against   |
| ATI, Inc.  | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director David P. Hess                                       | Withhold  |
| Cleveland-Cliffs Inc.                              | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.5. Elect Director Susan M. Green                                      | Withhold  |
| Cleveland-Cliffs Inc.                              | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.6. Elect Director Ralph S. Michael, III                               | Withhold  |
| Cleveland-Cliffs Inc.                              | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1.7. Elect Director Janet L. Miller                                     | Withhold  |
| Cleveland-Cliffs Inc.                              | 16-May-24    | USA         | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation    | Against   |
| Westinghouse Air Brake<br>Technologies Corporation | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Linda A. Harty                                       | Against   |
| Altair Engineering Inc.                            | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Mary Boyce   | Withhold  |
| Altair Engineering Inc.                            | 16-May-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Jim F. Anderson                                      | Withhold  |
| Altair Engineering Inc.                            | 16-May-24    | USA         | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation    | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 4. Approve Remuneration Report  | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 8. Reelect Vincent Vallejo as Executive<br>Director                     | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.a. Reelect Bill Ackman as Non-Executive<br>Director                   | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.b. Reelect Cathia Lawson-Hall as<br>Non-Executive Director            | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.c. Reelect Cyrille Bollere as<br>Non-Executive Director               | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.d. Reelect James Mitchell as<br>Non-Executive Director                | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.e. Reelect Manning Doherty as<br>Non-Executive Director               | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.f. Reelect Margaret Frerejean-Taittinger<br>as Non-Executive Director | Against   |
| Universal Music Group NV                           | 16-May-24    | Netherlands | G          | Director Election -<br>Director Election                  | Elect Director   | 9.g. Reelect Nicole Avant as<br>Non-Executive Director                  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text  | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director  | 5.2. Elect Director Michael P. Connors   | Against   |
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director  | 5.11. Elect Director David H. Sidwell  | Against   |
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director  | 5.13. Elect Director Frances F. Townsend   | Against   |
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Director Related - Board Related                                | Elect Board Chairman/Vice-Chairman                            | 6. Elect Evan G. Greenberg as Board Chairman   | Against   |
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                        | 7.1. Elect Michael P. Connors as Member of the Compensation Committee  | Against   |
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                        | 7.2. Elect David H. Sidwell as Member of the Compensation Committee  | Against   |
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee                        | 7.3. Elect Frances F. Townsend as Member of the Compensation Committee                                       | Against   |
| Chubb Limited                     | 16-May-24    | Switzerland | E          | Environmental - Climate   | Disclosure of Fossil Fuel Financing                           | 15. Report on GHG Emissions Associated with Underwriting   | For       |
| Chubb Limited                     | 16-May-24    | Switzerland | S          | Social - Diversity, Equity, & Inclusion                         | Gender Pay Gap  | 16. Report on Median Gender/Racial Pay Gap   | For       |
| Chubb Limited                     | 16-May-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business  | A. Transact Other Business   | Against   |
| Adevinta ASA                      | 16-May-24    | Norway      | G          | Director Election - Director Election - Bundled                 | Elect Directors (Bundled)                                     | 5. Elect Dipan Patel (Chair), Maria Roentsch and Roman Jay as Directors                                      | Against   |
| Adevinta ASA                      | 16-May-24    | Norway      | G          | Compensation - Directors' Compensation                          | Approve Remuneration of Directors and/or Committee Members    | 6. Approve Remuneration of Directors   | Against   |
| Sangfor Technologies, Inc.        | 16-May-24    | China       | G          | Routine Business - Routine Business                             | Accept Financial Statements and Statutory Reports             | 4. Approve Financial Statements and Financial Budget Report  | Against   |
| Sangfor Technologies, Inc.        | 16-May-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                              | 6. Approve Use of Idle Own Funds for Cash Management   | Against   |
| Intercontinental Exchange, Inc.   | 17-May-24    | USA         | G          | Director Related - Board Related                                | Require Independent Board Chairman                            | 4. Require Independent Board Chair   | For       |
| Sichuan Chuantou Energy Co., Ltd. | 17-May-24    | China       | G          | Routine Business - Routine Business                             | Approve Provisionary Budget and Strategy for Fiscal Year 20XX | 4. Approve Production and Operation Plan as well as Financial Budget Report                                  | Against   |
| Sichuan Chuantou Energy Co., Ltd. | 17-May-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement  | 7. Approve Report on the Financing Work of the Company's Headquarters  | Against   |
| Sichuan Chuantou Energy Co., Ltd. | 17-May-24    | China       | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors               | 10. Approve Abolishment of Independent Director System and Establish New Independent Director Working System | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|--------|------------|---|--|--|-----------|
| Sichuan Chuantou Energy Co., Ltd.                   | 17-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related          | 11. Amend Related-Party Transaction Management System                              | Against   |
| Power Integrations, Inc.                            | 17-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                  | Against   |
| Shenzhen Inovance Technology Co., Ltd.              | 17-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 18.2. Amend Rules and Procedures Regarding Meetings of Board of Directors          | Against   |
| Shenzhen Inovance Technology Co., Ltd.              | 17-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                | 18.3. Amend Working System for Independent Directors                               | Against   |
| Shenzhen Inovance Technology Co., Ltd.              | 17-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related          | 18.4. Amend Accounting Firm Selection System                                       | Against   |
| Anhui Yingjia Distillery Co., Ltd.                  | 17-May-24    | China  | G          | Routine Business - Routine Business                             | Accept Financial Statements and Statutory Reports              | 4. Approve Financial Statements and Financial Budget Report                        | Against   |
| Eastroc Beverage (Group) Co., Ltd.                  | 17-May-24    | China  | G          | Compensation - Directors' Compensation                          | Approve Remuneration of Directors and/or Committee Members     | 6. Approve Remuneration Plan of Directors and Supervisors                          | Against   |
| Eastroc Beverage (Group) Co., Ltd.                  | 17-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                               | 12. Approve Use of Idle Own Funds for Cash Management                              | Against   |
| FormFactor, Inc.                                    | 17-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Kelley Steven-Waiss   | Against   |
| FormFactor, Inc.                                    | 17-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Brian White   | Against   |
| TCL Zhonghuan Renewable Energy Technology Co., Ltd. | 17-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                   | 10. Amend the Articles of Association and Part of the Company's Governance Systems | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director William P. Ainsworth  | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director John J. Diez  | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Leldon E. Echols  | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Veena M. Lakkundi   | Against   |
| Trinity Industries, Inc.                            | 20-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Dunia A. Shive  | Against   |
| Jiangsu King's Luck Brewery Joint-stock Co., Ltd.   | 20-May-24    | China  | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee        | 6. Approve Amend Articles of Association and Part of its Annexes                   | Against   |
| GLP J-REIT  | 20-May-24    | Japan  | G          | Director Election - Director Election                           | Elect Director   | 4.1. Elect Director Inoue, Toraki  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|---|---|-----------|
| Tongwei Co., Ltd.               | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                    | 9. Approve Provision of Guarantees                                  | Against   |
| Tongwei Co., Ltd.               | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement  | 11. Approve Application of Credit Lines                             | Against   |
| Tongwei Co., Ltd.               | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement  | 12. Approve Bill Pool Business                                      | Against   |
| Tongwei Co., Ltd.               | 20-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                  | 13. Approve Amendments to Articles of Association and Its Annexes   | Against   |
| Piotech, Inc.                   | 20-May-24    | China  | G          | Routine Business - Routine Business                             | Approve Provisionary Budget and Strategy for Fiscal Year 20XX | 5. Approve Financial Budget Report                                  | Against   |
| Piotech, Inc.                   | 20-May-24    | China  | G          | Compensation - Directors' Compensation                          | Approve Remuneration of Directors and/or Committee Members    | 9. Approve Remuneration of Directors and Supervisors                | Against   |
| Yifeng Pharmacy Chain Co., Ltd. | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                    | 8. Approve Provision of Guarantee                                   | Against   |
| Yifeng Pharmacy Chain Co., Ltd. | 20-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products                              | 9. Approve Use of Idle Own Funds for Entrusted Financial Management | Against   |
| NARI Technology Co., Ltd.       | 20-May-24    | China  | G          | Non-Routine Business - Related-Party Transactions               | Approve Transaction with a Related Party                      | 8. Approve Financial Business Services Agreement                    | Against   |
| CDW Corporation                 | 21-May-24    | USA    | S          | Social - Political Spending                                     | Political Contributions Disclosure                            | 4. Report on Political Contributions                                | For       |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.2. Elect Director Wendy Carruthers                                | Withhold  |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director Kieran T. Gallahue                              | Withhold  |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.4. Elect Director Scott Huennekens                                | Withhold  |
| Envista Holdings Corporation    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.7. Elect Director Daniel A. Raskas                                | Withhold  |
| BioMarin Pharmaceutical Inc.    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Elizabeth McKee Anderson                        | Withhold  |
| BioMarin Pharmaceutical Inc.    | 21-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director  | 1.4. Elect Director Willard Dere                                    | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|--------|------------|---------------------------------------|--|--|-----------|
| BioMarin Pharmaceutical Inc. | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.7. Elect Director Elaine J. Heron  | Withhold  |
| BioMarin Pharmaceutical Inc. | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.11. Elect Director David E.I. Pyott  | Withhold  |
| Omniceil, Inc.               | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.1. Elect Director Randall A. Lipps   | Withhold  |
| Omniceil, Inc.               | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.2. Elect Director Mark W. Parrish  | Withhold  |
| Vishay Intertechnology, Inc. | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.2. Elect Director Marc Zandman   | Withhold  |
| Vishay Intertechnology, Inc. | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.3. Elect Director Ruta Zandman   | Withhold  |
| Vishay Intertechnology, Inc. | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.4. Elect Director Ziv Shoshani   | Withhold  |
| Henry Schein, Inc.           | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1c. Elect Director Deborah Derby   | Against   |
| Henry Schein, Inc.           | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1g. Elect Director Philip A. Laskawy   | Against   |
| Henry Schein, Inc.           | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1l. Elect Director Bradley T. Sheares  | Against   |
| JPMorgan Chase & Co.         | 21-May-24    | USA    | G          | Director Related - Board Related      | Require Independent Board Chairman   | 5. Require Independent Board Chair   | For       |
| JPMorgan Chase & Co.         | 21-May-24    | USA    | S          | Social - Human Rights                 | Improve Human Rights Standards or Policies                                       | 7. Report on Respecting Indigenous Peoples' Rights   | For       |
| JPMorgan Chase & Co.         | 21-May-24    | USA    | E, S       | E&S Blended - Other                   | Miscellaneous Proposal -- Environmental & Social                                 | 8. Review Proxy Voting Record and Policies Related to Climate Change and Diversity                     | For       |
| JPMorgan Chase & Co.         | 21-May-24    | USA    | S          | Social - Human Rights                 | Operations in High Risk Countries  | 9. Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas | For       |
| JPMorgan Chase & Co.         | 21-May-24    | USA    | G          | Compensation - Severance Agreement    | Submit Severance Agreement to Shareholder Vote                                   | 10. Submit Severance Agreement to Shareholder Vote   | For       |
| Nongfu Spring Co., Ltd.      | 21-May-24    | China  | G          | Routine Business - Routine Business   | Approve/Amend Regulations on General Meetings                                    | 3. Amend Rules of Procedures of the Shareholders' General Meeting                                      | Against   |
| Nongfu Spring Co., Ltd.      | 21-May-24    | China  | G          | Capitalization - Capital Issuance     | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                   | Against   |
| Nongfu Spring Co., Ltd.      | 21-May-24    | China  | G          | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 14. Amend Articles of Association  | Against   |
| Ceva, Inc.                   | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.1. Elect Director Bernadette Andrietti   | Withhold  |
| Ceva, Inc.                   | 21-May-24    | USA    | G          | Director Election - Director Election | Elect Director   | 1.5. Elect Director Sven-Christer Nilsson  | Withhold  |



## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Ceva, Inc.                        | 21-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Coca-Cola HBC AG                  | 21-May-24    | Switzerland    | G          | Director Election - Director Election                           | Elect Director   | 5.1.3. Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee     | Against   |
| Coca-Cola HBC AG                  | 21-May-24    | Switzerland    | G          | Director Election - Director Election                           | Elect Director   | 5.1.5. Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee | Against   |
| Coca-Cola HBC AG                  | 21-May-24    | Switzerland    | G          | Director Election - Director Election                           | Elect Director   | 5.1.7. Re-elect Reto Francioni as Director and as Member of the Remuneration Committee      | Against   |
| Nongfu Spring Co., Ltd.           | 21-May-24    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 1. Amend Articles of Association  | Against   |
| Treace Medical Concepts, Inc.     | 21-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director John K. Bakewell  | Withhold  |
| Treace Medical Concepts, Inc.     | 21-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                                    | 8.1. Amend Rules and Procedures Regarding General Meetings of Shareholders                  | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 8.2. Amend Rules and Procedures Regarding Meetings of Board of Directors                    | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 8.3. Amend Working System for Independent Directors   | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.4. Amend External Guarantee Management System   | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.5. Amend Related Party Transaction Decision-making System                                 | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.6. Amend Entrusted Financial Management System  | Against   |
| JA Solar Technology Co., Ltd.     | 21-May-24    | China          | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related                            | 8.7. Amend Information Disclosure Management System   | Against   |
| Pop Mart International Group Ltd. | 21-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights        | Against   |
| Pop Mart International Group Ltd. | 21-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Authorize Reissuance of Repurchased Shares                                       | 5C. Authorize Reissuance of Repurchased Shares  | Against   |
| Gotion High-tech Co., Ltd         | 21-May-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products   | 10. Approve Use of Idle Own Funds for Entrusted Financial Management                        | Against   |
| Gotion High-tech Co., Ltd         | 21-May-24    | China          | S, G       | Compensation - Compensation                                     | Company-Specific-Compensation-Related  | 15. Approve Draft and Summary of Employee Share Purchase Plan                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|---------|------------|---|--|--|-----------|
| Gotion High-tech Co., Ltd                   | 21-May-24    | China   | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related                          | 16. Approve Methods to Assess the Performance of Plan Participants   | Against   |
| Gotion High-tech Co., Ltd                   | 21-May-24    | China   | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related                          | 17. Approve Authorization of the Board to Handle All Related Matters | Against   |
| Burlington Stores, Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director William McNamara                                  | Against   |
| Burlington Stores, Inc.                     | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Jessica Rodriguez                                 | Against   |
| Burlington Stores, Inc.                     | 22-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation    | Against   |
| Onto Innovation Inc.                        | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Leo Berlinghieri                                  | Against   |
| Onto Innovation Inc.                        | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director David B. Miller                                   | Against   |
| Onto Innovation Inc.                        | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Christopher A. Seams                              | Against   |
| Onto Innovation Inc.                        | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director May Su  | Against   |
| PayPal Holdings, Inc.                       | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Rodney C. Adkins                                  | Against   |
| PayPal Holdings, Inc.                       | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Jonathan Christodoro                              | Against   |
| PayPal Holdings, Inc.                       | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director David W. Dorman                                   | Against   |
| PayPal Holdings, Inc.                       | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Gail J. McGovern                                  | Against   |
| PayPal Holdings, Inc.                       | 22-May-24    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan  | Against   |
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Fumbi Chima                                       | Against   |
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Jacqueline Hunt                                   | Against   |
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Paul Reilly                                       | Against   |
| Willis Towers Watson Public Limited Company | 22-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Fredric Tomczyk                                   | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Vanessa Broadhurst                                | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Louise M. Parent                                  | Against   |
| Zoetis Inc.                                 | 22-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Willie M. Reed                                    | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name            | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------|--------------|--------|------------|---|--|---|-----------|
| Zoetis Inc.             | 22-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Sirius XM Holdings Inc. | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director David A. Blau   | Withhold  |
| Sirius XM Holdings Inc. | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Robin P. Hickenlooper   | Withhold  |
| Sirius XM Holdings Inc. | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Gregory B. Maffei   | Withhold  |
| Sirius XM Holdings Inc. | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director James E. Meyer  | Withhold  |
| Sirius XM Holdings Inc. | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Jonelle Procope   | Withhold  |
| Sirius XM Holdings Inc. | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.13. Elect Director David M. Zaslav  | Withhold  |
| Amazon.com, Inc.        | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jeffrey P. Bezos   | Against   |
| Amazon.com, Inc.        | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Jamie S. Gorelick  | Against   |
| Amazon.com, Inc.        | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Jonathan J. Rubinstein   | Against   |
| Amazon.com, Inc.        | 22-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Patricia Q. Stonesifer   | Against   |
| Amazon.com, Inc.        | 22-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Amazon.com, Inc.        | 22-May-24    | USA    | E, S       | E&S Blended - Board Related                         | Establish Environmental/Social Issue Board Committee           | 4. Establish a Public Policy Committee  | For       |
| Amazon.com, Inc.        | 22-May-24    | USA    | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 6. Report on Customer Due Diligence   | For       |
| Amazon.com, Inc.        | 22-May-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 7. Report on Lobbying Payments and Policy   | For       |
| Amazon.com, Inc.        | 22-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap   | 8. Report on Median and Adjusted Gender/Racial Pay Gaps   | For       |
| Amazon.com, Inc.        | 22-May-24    | USA    | E, S       | E&S Blended - Climate                               | Report on "Just Transition"                                    | 10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines                        | For       |
| Amazon.com, Inc.        | 22-May-24    | USA    | E          | Environmental - Pollution                           | Recycling  | 11. Report on Efforts to Reduce Plastic Use   | For       |
| Amazon.com, Inc.        | 22-May-24    | USA    | S          | Social - Human Rights                               | Improve Human Rights Standards or Policies                     | 12. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining | For       |
| Amazon.com, Inc.        | 22-May-24    | USA    | E          | Environmental - Climate                             | GHG Emissions  | 13. Disclose All Material Scope 3 GHG Emissions   | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description                                 | Proposal Text   | Vote Cast |
|------------------------------|--------------|--------|------------|---------------------------------------|--|---|-----------|
| Amazon.com, Inc.             | 22-May-24    | USA    | S          | Social - Human Rights                 | Human Rights Risk Assessment                         | 14. Commission Third Party Study and Report on Risks Associated with Use of Rekognition | For       |
| Amazon.com, Inc.             | 22-May-24    | USA    | E, S       | E&S Blended - Board Related           | Establish Environmental/Social Issue Board Committee | 16. Establish a Board Committee on Artificial Intelligence                              | For       |
| Amazon.com, Inc.             | 22-May-24    | USA    | S          | Social - Health & Safety              | Facility Safety                                      | 17. Commission a Third Party Audit on Working Conditions                                | For       |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.2. Elect Director Pamela G. Bailey  | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.6. Elect Director Jean Hobby  | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.7. Elect Director Alvin (Tyrone) Jeffers  | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.9. Elect Director Filippo Passerini   | Withhold  |
| Integer Holdings Corporation | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.11. Elect Director William B. Summers, Jr.  | Withhold  |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1c. Elect Director Lloyd Dean   | Against   |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1j. Elect Director Paul Walsh   | Against   |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1k. Elect Director Amy Weaver   | Against   |
| McDonald's Corporation       | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1l. Elect Director Miles White  | Against   |
| McDonald's Corporation       | 22-May-24    | USA    | E, S       | E&S Blended - Health & Safety         | Product Toxicity and Safety                          | 6. Adopt Antibiotics Policy   | For       |
| McDonald's Corporation       | 22-May-24    | USA    | S          | Social - Animal Welfare               | Animal Welfare                                       | 7. Approve Request on Cage Free Egg Progress Disclosure                                 | For       |
| McDonald's Corporation       | 22-May-24    | USA    | S          | Social - Animal Welfare               | Animal Welfare                                       | 8. Disclose Poultry Welfare Indicators  | For       |
| McDonald's Corporation       | 22-May-24    | USA    | S          | Social - Political Spending           | Political Contributions Disclosure                   | 11. Issue Transparency Report on Global Public Policy and Political Influence           | For       |
| Mondelez International, Inc. | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.2. Elect Director Charles E. Bunch  | Against   |
| Mondelez International, Inc. | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.3. Elect Director Ertharin Cousin   | Against   |
| Mondelez International, Inc. | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.6. Elect Director Anindita Mukherjee  | Against   |
| Mondelez International, Inc. | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.9. Elect Director Patrick T. Siewert  | Against   |
| Mondelez International, Inc. | 22-May-24    | USA    | G          | Director Election - Director Election | Elect Director                                       | 1.10. Elect Director Michael A. Todman  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Mondelez International, Inc.  | 22-May-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman   | 6. Require Independent Board Chair  | For       |
| Mondelez International, Inc.  | 22-May-24    | USA            | S          | Social - Human Rights                               | Human Rights Risk Assessment   | 7. Report on Targets to Eradicate Child Labor in Cocoa Supply Chain                               | For       |
| Mondelez International, Inc.  | 22-May-24    | USA            | S          | Social - Human Rights                               | Operations in High Risk Countries  | 8. Report on Risks of Doing Business in Conflict-Affected Areas                                   | For       |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Nelson J. Chai   | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director C. Martin Harris   | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director R. Alexandra Keith   | Against   |
| Thermo Fisher Scientific Inc. | 22-May-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify PricewaterhouseCoopers LLP as Auditors  | Against   |
| Align Technology, Inc.        | 22-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| Align Technology, Inc.        | 22-May-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement  | 4. Adopt Simple Majority Vote   | For       |
| China Feihe Limited           | 22-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights               | Against   |
| China Feihe Limited           | 22-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares   | Against   |
| Credit Agricole SA            | 22-May-24    | France         | G          | Director Election - Director Election               | Elect Director   | 8. Reelect SAS Rue la Boetie as Director  | Against   |
| Credit Agricole SA            | 22-May-24    | France         | G          | Director Election - Director Election               | Elect Director   | 9. Reelect Olivier Auffray as Director  | Against   |
| Credit Agricole SA            | 22-May-24    | France         | G          | Director Election - Director Election               | Elect Director   | 10. Relect Nicole Gourmelon as Director   | Against   |
| Credit Agricole SA            | 22-May-24    | France         | G          | Director Election - Director Election               | Elect Director   | 12. Reelect Louis Tercinier as Director   | Against   |
| Credit Agricole SA            | 22-May-24    | France         | G          | Director Election - Director Election               | Elect Director   | 13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien | Against   |
| M&G Plc                       | 22-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Clive Adamson as Director   | Against   |
| M&G Plc                       | 22-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Edward Braham as Director   | Against   |
| M&G Plc                       | 22-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Clare Chapman as Director   | Against   |
| M&G Plc                       | 22-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Clare Thompson as Director   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market         | ESG Pillar | Proposal Category                         | Proposal Description                                  | Proposal Text  | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|---|--|-----------|
| MicroStrategy Incorporated         | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1.1. Elect Director Michael J. Saylor                                  | Withhold  |
| MicroStrategy Incorporated         | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1.2. Elect Director Phong Q. Le  | Withhold  |
| MicroStrategy Incorporated         | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1.3. Elect Director Stephen X. Graham                                  | Withhold  |
| MicroStrategy Incorporated         | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1.4. Elect Director Jarrod M. Patten                                   | Withhold  |
| MicroStrategy Incorporated         | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1.5. Elect Director Leslie J. Rechan                                   | Withhold  |
| MicroStrategy Incorporated         | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1.6. Elect Director Carl J. Rickertsen                                 | Withhold  |
| Sprout Social, Inc.                | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1b. Elect Director Thomas Stanley                                      | Withhold  |
| Wabash National Corporation        | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1a. Elect Director Therese M. Bassett                                  | Against   |
| Wabash National Corporation        | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1c. Elect Director Trent J. Broberg                                    | Against   |
| Wabash National Corporation        | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1d. Elect Director Larry J. Magee                                      | Against   |
| Wabash National Corporation        | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1e. Elect Director Ann D. Murtlow                                      | Against   |
| American Tower Corporation         | 22-May-24    | USA            | G          | Corporate Governance - Shareholder Rights | Amend Articles/Bylaws/Charter - Call Special Meetings | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For       |
| American Tower Corporation         | 22-May-24    | USA            | S          | Social - Diversity, Equity, & Inclusion   | Gender Pay Gap  | 5. Report on Median and Adjusted Gender/Racial Pay Gaps                | For       |
| CBRE Group, Inc.                   | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1a. Elect Director Brandon B. Boze                                     | Against   |
| CBRE Group, Inc.                   | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1c. Elect Director Reginald H. Gilyard                                 | Against   |
| CBRE Group, Inc.                   | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1f. Elect Director Christopher T. Jenny                                | Against   |
| CBRE Group, Inc.                   | 22-May-24    | USA            | G          | Director Election - Director Election     | Elect Director  | 1i. Elect Director Oscar Munoz   | Against   |
| MTR Corporation Limited            | 22-May-24    | Hong Kong      | G          | Director Election - Director Election     | Elect Director  | 3a. Elect Christopher Hui Ching-yu as Director                         | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 4. Re-elect Manolo Arroyo as Director                                  | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 6. Re-elect Jose Ignacio Comenge as Director                           | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election     | Elect Director  | 10. Re-elect Mary Harris as Director                                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description                                      | Proposal Text                                      | Vote Cast |
|------------------------------------|--------------|----------------|------------|---|---|--|-----------|
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 11. Re-elect Thomas Johnson as Director            | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director  | 15. Re-elect Mark Price as Director                | Against   |
| Coca-Cola Europacific Partners plc | 22-May-24    | United Kingdom | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Waive Requirement for Mandatory Offer to All Shareholders | 23. Approve Waiver of Rule 9 of the Takeover Code  | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1a. Elect Director James F. Albaugh                | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1b. Elect Director Amy E. Alving                   | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1c. Elect Director Sharon R. Barner                | Against   |
| Howmet Aerospace Inc.              | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1g. Elect Director Jody G. Miller                  | Against   |
| Tenable Holdings, Inc.             | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director Arthur W. Coviello, Jr.        | Withhold  |
| CONMED Corporation                 | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.1. Elect Director David Bronson                  | Withhold  |
| CONMED Corporation                 | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director LaVerne Council                | Withhold  |
| CONMED Corporation                 | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.5. Elect Director Martha Goldberg Aronson        | Withhold  |
| Ross Stores, Inc.                  | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1b. Elect Director K. Gunnar Bjorklund             | Against   |
| Ross Stores, Inc.                  | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1c. Elect Director Michael J. Bush                 | Against   |
| Ross Stores, Inc.                  | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1h. Elect Director Patricia H. Mueller             | Against   |
| Ross Stores, Inc.                  | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1k. Elect Director Doniel N. Sutton                | Against   |
| Ross Stores, Inc.                  | 22-May-24    | USA            | E          | Environmental - Climate   | GHG Emissions   | 4. Disclose All Material Value Chain GHG Emissions | For       |
| DexCom, Inc.                       | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.2. Elect Director Steven R. Altman               | Against   |
| DexCom, Inc.                       | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.3. Elect Director Nicholas Augustinos            | Against   |
| DexCom, Inc.                       | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.4. Elect Director Richard A. Collins             | Against   |
| DexCom, Inc.                       | 22-May-24    | USA            | G          | Director Election - Director Election                           | Elect Director  | 1.9. Elect Director Kyle Malady                    | Against   |
| DexCom, Inc.                       | 22-May-24    | USA            | S          | Social - Diversity, Equity, & Inclusion                         | Gender Pay Gap  | 4. Report on Median Gender/Racial Pay Gap          | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market   | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|----------|------------|---|--|--|-----------|
| DexCom, Inc.                 | 22-May-24    | USA      | S          | Social - Political Spending                                     | Political Contributions Disclosure                                 | 5. Report on Political Contributions   | For       |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Lawrence A. Cunningham  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Greta J. Harris   | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Morgan E. Housel  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election                           | Elect Director   | 1j. Elect Director Michael O'Reilly  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director A. Lynne Puckett  | Against   |
| Markel Group Inc.            | 22-May-24    | USA      | E          | Environmental - Climate   | Disclosure of Fossil Fuel Financing                                | 5. Disclose GHG Emissions from Underwriting, Insuring, and Investing   | For       |
| Banco Comercial Portugues SA | 22-May-24    | Portugal | G          | Compensation - Remuneration Policy & Implementation             | Approve Remuneration Policy  | 5. Amend Remuneration Policy   | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Compensation - Remuneration Policy & Implementation             | Approve Remuneration Policy  | 6. Approve Remuneration Policy of Corporate Officers   | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation     | 8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023 | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Compensation - Directors' Compensation                          | Remuneration-Related   | 10. Approve Compensation Report of Corporate Officers  | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Director Election - Director Election                           | Elect Director   | 11. Elect Groupe Industriel Marcel Dassault SAS as Director  | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Merger by Absorption                                       | 17. Delegate Powers to the Board to Approve Merger by Absorption by the Company  | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Strategic Transactions - Mergers & Acquisitions                 | Approve Acquisition OR Issue Shares in Connection with Acquisition | 18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17                              | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Spin-Off Agreement   | 19. Delegate Powers to the Board to Approve Spin-Off Agreement   | Against   |
| Dassault Systemes SE         | 22-May-24    | France   | G          | Strategic Transactions - Mergers & Acquisitions                 | Approve Acquisition OR Issue Shares in Connection with Acquisition | 20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19                              | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Acquire Certain Assets of Another Company                          | 21. Delegate Powers to the Board to Acquire Certain Assets of Another Company   | Against   |
| Dassault Systemes SE           | 22-May-24    | France      | G          | Strategic Transactions - Mergers & Acquisitions                 | Approve Acquisition OR Issue Shares in Connection with Acquisition | 22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21 | Against   |
| Tandem Diabetes Care, Inc.     | 22-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Dick Allen   | Against   |
| Tandem Diabetes Care, Inc.     | 22-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Kathleen McGroddy-Goetz  | Against   |
| Tandem Diabetes Care, Inc.     | 22-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Rajwant Sodhi  | Against   |
| Partners Group Holding AG      | 22-May-24    | Switzerland | G          | Routine Business - Routine Business                             | Other Business   | 8. Transact Other Business (Voting)   | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Michael S. Burke   | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Patrick J. Moore   | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1i. Elect Director Debra A. Sandler   | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1k. Elect Director Kelvin R. Westbrook  | Against   |
| Archer-Daniels-Midland Company | 23-May-24    | USA         | G          | Director Related - Board Related                                | Require Independent Board Chairman                                 | 4. Require Independent Board Chair  | For       |
| Pinterest, Inc.                | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Fredric G. Reynolds  | Against   |
| Pinterest, Inc.                | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Andrea Wishom  | Against   |
| Pinterest, Inc.                | 23-May-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation     | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director James R. Tobin   | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Edward M. Basile   | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1f. Elect Director Stephanie Lovell   | Against   |
| TransMedics Group, Inc.        | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director David Weill  | Against   |
| MaxLinear, Inc.                | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Gregory P. Dougherty  | Against   |
| Proto Labs, Inc.               | 23-May-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Archie C. Black  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------|--------------|--------|------------|---|--|---|-----------|
| Proto Labs, Inc.           | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sujeet Chand                                   | Against   |
| Proto Labs, Inc.           | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Sven A. Wehrwein                               | Against   |
| Kenvue Inc.                | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Tamara S. Franklin                             | Against   |
| Kenvue Inc.                | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Seemantini Godbole                             | Against   |
| Kenvue Inc.                | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Melanie L. Healey                              | Against   |
| Kenvue Inc.                | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Larry J. Merlo                                 | Against   |
| Manhattan Associates, Inc. | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Deepak Raghavan                                | Against   |
| Manhattan Associates, Inc. | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Linda T. Hollembaek                            | Against   |
| Morgan Stanley             | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Thomas H. Glocer                               | Against   |
| Morgan Stanley             | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Robert H. Herz                                 | Against   |
| Morgan Stanley             | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Erika H. James                                 | Against   |
| Morgan Stanley             | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1m. Elect Director Mary L. Schapiro                               | Against   |
| Morgan Stanley             | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1o. Elect Director Rayford Wilkins, Jr.                           | Against   |
| Morgan Stanley             | 23-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Morgan Stanley             | 23-May-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 6. Report on Lobbying Payments and Policy                         | For       |
| Morgan Stanley             | 23-May-24    | USA    | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                            | 7. Report on Clean Energy Supply Financing Ratio                  | For       |
| Waters Corporation         | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Flemming Ornskov                              | Against   |
| Waters Corporation         | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Pearl S. Huang                                | Against   |
| Waters Corporation         | 23-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Mark Vergnano                                 | Against   |
| bioMerieux SA              | 23-May-24    | France | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)             | 3. Approve Discharge of Directors                                 | Against   |
| bioMerieux SA              | 23-May-24    | France | G          | Director Election - Director Election               | Elect Director   | 5. Reelect Harold Boel as Director                                | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|---------|------------|---|--|--|-----------|
| bioMerieux SA                            | 23-May-24    | France  | G          | Director Related - Statutory Auditor                | Appoint Censor(s)  | 8. Appoint Benoit Ribadeau-Dumas as Censor   | Against   |
| bioMerieux SA                            | 23-May-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 12. Approve Remuneration Policy of Corporate Officers  | Against   |
| bioMerieux SA                            | 23-May-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 13. Approve Remuneration Policy of Chairman of the Board   | Against   |
| bioMerieux SA                            | 23-May-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 14. Approve Remuneration Policy of CEO   | Against   |
| bioMerieux SA                            | 23-May-24    | France  | G          | Compensation - Directors' Compensation              | Remuneration-Related   | 16. Approve Compensation Report of Corporate Officers  | Against   |
| bioMerieux SA                            | 23-May-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 17. Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023 | Against   |
| bioMerieux SA                            | 23-May-24    | France  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 18. Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023                               | Against   |
| bioMerieux SA                            | 23-May-24    | France  | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 22. Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans   | Against   |
| The Interpublic Group of Companies, Inc. | 23-May-24    | USA     | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 4. Require Independent Board Chair   | For       |
| Budimex SA                               | 23-May-24    | Poland  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11.9. Approve Remuneration Report  | Against   |
| Budimex SA                               | 23-May-24    | Poland  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 11.11. Approve Remuneration Policy   | Against   |
| CCC Intelligent Solutions Holdings Inc.  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Githesh Ramamurthy   | Withhold  |
| CCC Intelligent Solutions Holdings Inc.  | 23-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Crane NXT Co.                            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Michael Dinkins   | Against   |
| Crane NXT Co.                            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Cristen Kogl  | Against   |
| Crane NXT Co.                            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Ellen McClain   | Against   |
| Crane NXT Co.                            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director James L. L. Tullis  | Against   |
| Nemetschek SE                            | 23-May-24    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 6. Elect Iris Helke to the Supervisory Board   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|---------|------------|---|--|---|-----------|
| Nemetschek SE                  | 23-May-24    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Remuneration Report                                    | Against   |
| SBA Communications Corporation | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Mary S. Chan                                  | Against   |
| SBA Communications Corporation | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Jay L. Johnson                                | Against   |
| SBA Communications Corporation | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director George R. Krouse, Jr.                         | Against   |
| ServiceNow, Inc.               | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Deborah Black                                  | Against   |
| ServiceNow, Inc.               | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Lawrence J. Jackson, Jr.                       | Against   |
| ServiceNow, Inc.               | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Anita M. Sands                                 | Against   |
| ServiceNow, Inc.               | 23-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Terex Corporation              | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Donald DeFosset                                | Against   |
| Terex Corporation              | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Sandie O'Connor                                | Against   |
| Terex Corporation              | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Christopher Rossi                              | Against   |
| Terex Corporation              | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Andra Rush                                     | Against   |
| Terex Corporation              | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director David A. Sachs                                 | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Courtney D. Armstrong                         | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Yehuda Ari Buchalter                          | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Kathleen A. Cote                              | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Thomas F. Frist, III                          | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Jamie S. Gorelick                             | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Roger H. Moore                                | Against   |
| VeriSign, Inc.                 | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Timothy Tomlinson                             | Against   |
| Nevro Corp.                    | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Karen Prange                                  | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|---------|------------|---|--|---|-----------|
| Nevro Corp.                    | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Elizabeth Weatherman                         | Withhold  |
| American Financial Group, Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Mary Beth Martin                              | Withhold  |
| American Financial Group, Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Evans N. Nwankwo                              | Withhold  |
| American Financial Group, Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director William W. Verity                            | Withhold  |
| American Financial Group, Inc. | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director John I. Von Lehman                           | Withhold  |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3d. Re-elect Evelyn Bourke as Director                            | Against   |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3f. Re-elect Eileen Fitzpatrick as Director                       | Against   |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3g. Re-elect Richard Goulding as Director                         | Against   |
| Bank of Ireland Group Plc      | 23-May-24    | Ireland | G          | Director Election - Director Election               | Elect Director   | 3i. Re-elect Patrick Kennedy as Director                          | Against   |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Barry J. Bentley                              | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Gregory S. Bentley                            | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Keith A. Bentley                              | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Raymond B. Bentley                            | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Kirk B. Griswold                              | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Janet B. Haugen                               | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Brian F. Hughes                               | Withhold  |
| Bentley Systems, Incorporated  | 23-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Dycom Industries Inc.          | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jennifer M. Fritzsche                          | Against   |
| Flowers Foods, Inc.            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Edward J. Casey, Jr.                           | Against   |
| Flowers Foods, Inc.            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Thomas C. Chubb, III                           | Against   |
| Flowers Foods, Inc.            | 23-May-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Margaret G. Lewis                              | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|--------------------------------|--------------|----------------|------------|---|---|--|-----------|
| Flowers Foods, Inc.            | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director Melvin T. Stith   | Against   |
| The Charles Schwab Corporation | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Joan T. Dea  | Against   |
| The Charles Schwab Corporation | 23-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| The Charles Schwab Corporation | 23-May-24    | USA            | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related   | 4. Improve Executive Compensation Program and Policy                             | For       |
| The Charles Schwab Corporation | 23-May-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap  | 6. Report on Median Gender/Racial Pay Gaps                                       | For       |
| Aurora Innovation, Inc.        | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Reid Hoffman  | Withhold  |
| Aurora Innovation, Inc.        | 23-May-24    | USA            | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 2. Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Against   |
| Extra Space Storage Inc.       | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Joseph J. Bonner   | Against   |
| Extra Space Storage Inc.       | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director Diane Olmstead   | Against   |
| Extra Space Storage Inc.       | 23-May-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors  | Against   |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Anne M. Cooney   | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Bobby J. Griffin   | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Steven A. Raymund  | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director James L. Singleton   | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Easwaran Sundaram  | Withhold  |
| WESCO International, Inc.      | 23-May-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Spectris Plc                   | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 5. Re-elect Ravi Gopinath as Director  | Against   |
| Spectris Plc                   | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 8. Re-elect Alison Henwood as Director   | Against   |
| Spectris Plc                   | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 10. Re-elect Cathy Turner as Director  | Against   |
| Spectris Plc                   | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 11. Re-elect Kjersti Wiklund as Director   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Spectris Plc                | 23-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Mark Williamson as Director  | Against   |
| Quanta Services, Inc.       | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director R. Scott Rowe   | Against   |
| Quanta Services, Inc.       | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Martha B. Wyrsh  | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Andrew Martin as Director   | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Graham Allan as Director  | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Gurnek Bains as Director   | Against   |
| Intertek Group Plc          | 24-May-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Tamara Ingram as Director  | Against   |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director German Larrea Mota-Velasco  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Oscar Gonzalez Rocha  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Leonardo Contreras Lerdo de Tejada  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Luis Miguel Palomino Bonilla  | Withhold  |
| Southern Copper Corporation | 24-May-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Carlos Ruiz Sacristan   | Withhold  |
| Amundi SA                   | 24-May-24    | France         | E          | Environmental - Climate                             | Reporting on Climate Transition Plan                           | 24. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory) | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.2. Approve Remuneration Report  | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.1. Reelect Hans Kuenzle as Director   | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.6. Reelect Gabriela Payer as Director   | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.7. Reelect Andreas von Planta as Director   | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Election - Director Election               | Elect Director   | 4.2.8. Reelect Regula Wallimann as Director   | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.1. Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee              | Against   |
| Helvetia Holding AG         | 24-May-24    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.2. Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee            | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------|--------------|-------------|------------|---|--|--|-----------|
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.3. Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee | Against   |
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.4. Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee   | Against   |
| Helvetia Holding AG    | 24-May-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 8. Transact Other Business (Voting)  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Nicholas Castaldo  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Damon DeSantis   | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jim Lee  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Caroline Levy  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Cheryl Miller  | Against   |
| Celsius Holdings, Inc. | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Joyce Russell  | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report   | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 3.b. Amend Remuneration Policy   | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                                    | 3.c. Approve Amended LTI Plan  | Against   |
| EXOR NV                | 28-May-24    | Netherlands | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)             | 4.b. Approve Discharge of Non-Executive Directors  | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Douglas M. Baker, Jr.   | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Pamela J. Craig   | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Thomas H. Glocer  | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Patricia F. Russo   | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Inge G. Thulin  | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Kathy J. Warden   | Against   |
| Merck & Co., Inc.      | 28-May-24    | USA         | G          | Corporate Governance - Shareholder Rights           | Provide Right to Act by Written Consent                        | 4. Provide Right to Act by Written Consent   | For       |



## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------|--------------|--------|------------|---|--|--|-----------|
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 8. Approve Issuing of Letter of Guarantee  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Non-Routine                                     | 12.1. Approve Amendments to Articles of Association  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                                    | 12.2. Amend Rules and Procedures Regarding General Meetings of Shareholders                                  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 12.3. Amend Rules and Procedures Regarding Meetings of Board of Directors                                    | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 12.4. Amend Rules and Procedures Regarding Meetings of Board of Supervisors                                  | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Director Related - Board Related                                | Approve/Amend Regulations on Board of Directors                                  | 12.5. Amend Working System for Independent Directors   | Against   |
| Sungrow Power Supply Co., Ltd. | 28-May-24    | China  | G          | Company Articles - Article Amendments                           | Amend Articles/Bylaws/Charter -- Organization-Related                            | 12.6. Amend Information Disclosure Management System   | Against   |
| Tianqi Lithium Corporation     | 28-May-24    | China  | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 12. Approve Providing Guarantee for Application to Financial Institutions for Credit Lines                   | Against   |
| Tianqi Lithium Corporation     | 28-May-24    | China  | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 13. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares | Against   |
| Ipsen SA                       | 28-May-24    | France | G          | Director Election - Director Election                           | Elect Director   | 6. Reelect BEECH TREE S.A. as Director   | Against   |
| Ipsen SA                       | 28-May-24    | France | G          | Director Election - Director Election                           | Elect Director   | 7. Reelect Carol Xueref as Director  | Against   |
| Ipsen SA                       | 28-May-24    | France | G          | Compensation - Equity Compensation Plan                         | Approve Restricted Stock Plan  | 16. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans                            | Against   |
| The Trade Desk, Inc.           | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Gokul Rajaram  | Withhold  |
| The Trade Desk, Inc.           | 28-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote on Say on Pay Frequency  | 3. Advisory Vote on Say on Pay Frequency   | One Year  |
| Vontier Corporation            | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Gloria R. Boyland   | Against   |
| Vontier Corporation            | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Maryrose Sylvester  | Against   |
| Vontier Corporation            | 28-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Christopher J. Klein  | Against   |
| DocuSign, Inc.                 | 29-May-24    | USA    | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Peter Solvik  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------------|--------------|--------|------------|---|--|---|-----------|
| Docusign, Inc.                    | 29-May-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify PricewaterhouseCoopers LLP as Auditors                          | Against   |
| Docusign, Inc.                    | 29-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation         | Against   |
| Docusign, Inc.                    | 29-May-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 4. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts    | For       |
| SEI Investments Company           | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Carl A. Guarino  | Against   |
| SEI Investments Company           | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Carmen V. Romeo  | Against   |
| SEI Investments Company           | 29-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation         | Against   |
| SS&C Technologies Holdings, Inc.  | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Jonathan E. Michael                                    | Against   |
| Shockwave Medical, Inc.           | 29-May-24    | USA    | G          | Compensation - Severance Agreement                  | Advisory Vote on Golden Parachutes                             | 2. Advisory Vote on Golden Parachutes                                     | Against   |
| iRhythm Technologies, Inc.        | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Bruce G. Bodaken                                      | Withhold  |
| iRhythm Technologies, Inc.        | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Mark J. Rubash  | Withhold  |
| iRhythm Technologies, Inc.        | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Abhijit Y. Talwalkar                                  | Withhold  |
| iRhythm Technologies, Inc.        | 29-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation         | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 8. Amend Independent Director System                                      | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 10. Amend Rules and Procedures Regarding Meetings of Board of Directors   | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China  | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings                  | 11. Amend Rules and Procedures Regarding General Meetings of Shareholders | Against   |
| Anhui Gujing Distillery Co., Ltd. | 29-May-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 12. Amend Rules and Procedures Regarding Meetings of Board of Supervisors | Against   |
| AEON Co., Ltd.                    | 29-May-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Okada, Motoya   | Against   |
| AEON Co., Ltd.                    | 29-May-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Yoshida, Akio   | Against   |
| AEON Co., Ltd.                    | 29-May-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Tsukamoto, Takashi                                    | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name         | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|----------------------|--------------|---------|------------|---|---|---|-----------|
| AEON Co., Ltd.       | 29-May-24    | Japan   | G          | Takeover Related - Takeover - Restricting           | Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)                       | 2. Approve Takeover Defense Plan (Poison Pill)                                  | Against   |
| KION GROUP AG        | 29-May-24    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 6. Approve Remuneration Report  | Against   |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Peggy Alford  | Withhold  |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Marc L. Andreessen  | Withhold  |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Andrew W. Houston   | Withhold  |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Tony Xu   | Withhold  |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Director Election - Director Election               | Elect Director  | 1.10. Elect Director Mark Zuckerberg  | Withhold  |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors   | Against   |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 3. Amend Certificate of Incorporation to Limit the Liability of Officers        | Against   |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan  | 4. Amend Omnibus Stock Plan   | Against   |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Non-Routine Business - Non-Routine Business         | Approve Recapitalization Plan for all Stock to Have One-vote per Share            | 5. Approve Recapitalization Plan for all Stock to Have One-vote per Share       | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social   | 6. Report on Generative AI Misinformation and Disinformation Risks              | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | G          | Corporate Governance - Shareholder Rights           | Proxy Voting Disclosure   | 7. Disclosure of Voting Results Based on Class of Shares                        | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social   | 8. Report on Human Rights Risks in Non-US Markets                               | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | E, S, G    | Miscellaneous - Miscellaneous                       | Company-Specific-Governance-Related   | 9. Amend Corporate Governance Guidelines  | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | S          | Social - Human Rights                               | Human Rights Risk Assessment  | 10. Report on Human Rights Impact Assessment of Targeted Advertising            | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social   | 11. Report on Child Safety and Harm Reduction                                   | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | S          | Social - Political Spending                         | Political Activities and Action   | 13. Report on Political Advertising and Election Cycle Enhanced Actions         | For       |
| Meta Platforms, Inc. | 29-May-24    | USA     | E, S       | E&S Blended - Climate                               | Climate Change Lobbying   | 14. Report on Framework to Assess Company Lobbying Alignment with Climate Goals | For       |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------|--------------|--------|------------|---|--|---|-----------|
| Perficient, Inc.           | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Romil Bahl                                     | Against   |
| Perficient, Inc.           | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Brian L. Matthews                              | Against   |
| Perficient, Inc.           | 29-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Gary M. Wimberly                               | Against   |
| Kweichow Moutai Co., Ltd.  | 29-May-24    | China  | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party                       | 10. Approve Daily Related Party Transactions                      | Against   |
| Kweichow Moutai Co., Ltd.  | 29-May-24    | China  | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                | 11. Amend the Company's Independent Director System               | Against   |
| Roblox Corporation         | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Anthony P. Lee                                | Withhold  |
| Roblox Corporation         | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Andrea Wong                                   | Withhold  |
| Glaukos Corporation        | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Marc A. Stapley                               | Withhold  |
| Glaukos Corporation        | 30-May-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan                                       | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Pamela M. Arway                                | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Clarke H. Bailey                               | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Kent P. Dauten                                 | Against   |
| Iron Mountain Incorporated | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Walter C. Rakowich                             | Against   |
| Realty Income Corporation  | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jacqueline Brady                               | Against   |
| Realty Income Corporation  | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Reginald H. Gilyard                            | Against   |
| Realty Income Corporation  | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Priya Cherian Huskins                          | Against   |
| Realty Income Corporation  | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Michael D. McKee                               | Against   |
| SiTime Corporation         | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Edward H. Frank                               | Withhold  |
| SiTime Corporation         | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Christine A. Heckart                          | Withhold  |
| SiTime Corporation         | 30-May-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Workiva Inc.               | 30-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Robert H. Herz                                | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                                  | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---|--------------|---------|------------|---|--|--|-----------|
| Workiva Inc.                                  | 30-May-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Workiva Inc.                                  | 30-May-24    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan   | 3. Amend Omnibus Stock Plan  | Against   |
| Delta Electronics, Inc.                       | 30-May-24    | Taiwan  | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)                     | 5.8. Elect Audrey Tseng with SHAREHOLDER NO.A220289XXX as Independent Director   | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 10. Approve Remuneration Report (Advisory Vote)  | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 11. Approve Remuneration Policy And Other Terms of Employment For Executive Management   | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members                               | 12. Approve Remuneration of Directors in the Amount of EUR 160,000 for Chairman, EUR 95,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)  | 14. Reelect Raija-Leena Hankonen-Nybom, Ilkka Herlin and Ritva Sotamaa as Directors; Elect Eric Alstrom, Jukka Moisio, Tuija Pohjolainen-Hiltunen and Luca Sra as New Directors                                  | Against   |
| Cargotec Oyj                                  | 30-May-24    | Finland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights         | 22. Approve Issuance of 952,000 A Shares and 5,448,000 B Shares without Preemptive Rights  | Against   |
| Beijing-Shanghai High-Speed Railway Co., Ltd. | 30-May-24    | China   | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                                  | 9. Amend Articles of Association   | Against   |
| Beijing-Shanghai High-Speed Railway Co., Ltd. | 30-May-24    | China   | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                                  | 10. Amend Rules and Procedures Regarding Meetings of Board of Directors  | Against   |
| D'Ieteren Group                               | 30-May-24    | Belgium | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital  | Against   |
| D'Ieteren Group                               | 30-May-24    | Belgium | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Approve Remuneration Report   | Against   |
| D'Ieteren Group                               | 30-May-24    | Belgium | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine   | 1.3. Amend Article 8bis of the Articles of Association   | Against   |
| D'Ieteren Group                               | 30-May-24    | Belgium | G          | Routine Business - Formalities                      | Authorize Board to Ratify and Execute Approved Resolutions                               | 2. Approve Coordination of Articles of Association   | Against   |
| D'Ieteren Group                               | 30-May-24    | Belgium | G          | Routine Business - Formalities                      | Authorize Board to Ratify and Execute Approved Resolutions                               | 3. Authorize Implementation of Approved Resolutions  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                          | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|----------------|------------|--|--|--|-----------|
| D'Ieteren Group              | 30-May-24    | Belgium        | G          | Director Election - Director Election      | Elect Director   | 5. Reelect Nicolas D'Ieteren as Director   | Against   |
| Ferguson Plc                 | 30-May-24    | Jersey         | G          | Takeover Related - Takeover - Enhancing    | Provide Right to Call Special Meeting  | 2.D. Provide Right to Call a Special Meeting   | Against   |
| Ferguson Plc                 | 30-May-24    | Jersey         | G          | Capitalization - Capital Structure Related | Authorize New Class of Preferred Stock   | 2.G. Authorize New Class of Preferred Stock  | Against   |
| EPAM Systems, Inc.           | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1b. Elect Director DeAnne Aguirre  | Against   |
| EPAM Systems, Inc.           | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1d. Elect Director Robert E. Segert  | Against   |
| Li Auto Inc.                 | 31-May-24    | Cayman Islands | G          | Director Election - Director Election      | Elect Director   | 2. Elect Director Xing Wang  | Against   |
| Li Auto Inc.                 | 31-May-24    | Cayman Islands | G          | Director Election - Director Election      | Elect Director   | 3. Elect Director Zhenyu Jiang   | Against   |
| Li Auto Inc.                 | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance          | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                            | Against   |
| Li Auto Inc.                 | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance          | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares  | Against   |
| Lowe's Companies, Inc.       | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1.2. Elect Director David H. Batchelder  | Withhold  |
| Lowe's Companies, Inc.       | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1.5. Elect Director Laurie Z. Douglas  | Withhold  |
| Lowe's Companies, Inc.       | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1.6. Elect Director Richard W. Dreiling  | Withhold  |
| Lowe's Companies, Inc.       | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1.9. Elect Director Brian C. Rogers  | Withhold  |
| Lowe's Companies, Inc.       | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1.10. Elect Director Bertram L. Scott  | Withhold  |
| Xinyi Solar Holdings Limited | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance          | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                            | Against   |
| Xinyi Solar Holdings Limited | 31-May-24    | Cayman Islands | G          | Capitalization - Capital Issuance          | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares  | Against   |
| Xinyi Solar Holdings Limited | 31-May-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan    | Approve Executive Share Option Plan  | 8. Adopt 2024 Share Option Scheme, Scheme Mandate Limit and Service Provider Sublimit and Related Transactions | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1c. Elect Director Michael V. Drake  | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1e. Elect Director Robert A. Eckert  | Against   |
| Amgen Inc.                   | 31-May-24    | USA            | G          | Director Election - Director Election      | Elect Director   | 1f. Elect Director Greg C. Garland   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| Amgen Inc.                      | 31-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Charles M. Holley, Jr.                         | Against   |
| Amgen Inc.                      | 31-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Ellen J. Kullman                               | Against   |
| Amgen Inc.                      | 31-May-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Amy E. Miles                                   | Against   |
| Century Aluminum Company        | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jarl Berntzen                                 | Withhold  |
| Century Aluminum Company        | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jennifer Bush                                 | Withhold  |
| Century Aluminum Company        | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Errol Glasser                                 | Withhold  |
| Century Aluminum Company        | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Andrew Michelmore                             | Withhold  |
| Century Aluminum Company        | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Tamla A. Olivier                              | Withhold  |
| Century Aluminum Company        | 03-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Titan Machinery Inc.            | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Stan Erickson                                 | Withhold  |
| Titan Machinery Inc.            | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jody Horner                                   | Withhold  |
| Titan Machinery Inc.            | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Richard Mack                                  | Withhold  |
| LeMaitre Vascular, Inc.         | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Lawrence J. Jasinski                          | Withhold  |
| LeMaitre Vascular, Inc.         | 03-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Varonis Systems, Inc.           | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Gili Iohan                                    | Withhold  |
| Varonis Systems, Inc.           | 03-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 4. Ratify Kost Forer Gabbay & Kasierer as Auditors                | Against   |
| Watsco, Inc.                    | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1. Elect Director Barry S. Logan                                  | Against   |
| Watsco, Inc.                    | 03-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Grocery Outlet Holding Corp.    | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Mary Kay Haben                                 | Against   |
| UnitedHealth Group Incorporated | 03-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Timothy Flynn                                  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                               | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Michele Hooper  | Against   |
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director F. William McNabb, III  | Against   |
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director John Noseworthy   | Against   |
| UnitedHealth Group Incorporated            | 03-Jun-24    | USA            | S          | Social - Political Spending                         | Political Spending Congruency  | 4. Report on Congruency of Political Spending with Company Values and Priorities                                       | For       |
| Henderson Land Development Company Limited | 03-Jun-24    | Hong Kong      | G          | Director Election - Director Election               | Elect Director   | 3.4. Elect Ko Ping Keung as Director   | Against   |
| Henderson Land Development Company Limited | 03-Jun-24    | Hong Kong      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5B. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                                   | Against   |
| Henderson Land Development Company Limited | 03-Jun-24    | Hong Kong      | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 5C. Authorize Reissuance of Repurchased Shares   | Against   |
| China Literature Limited                   | 03-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                                   | Against   |
| China Literature Limited                   | 03-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 4C. Authorize Reissuance of Repurchased Shares   | Against   |
| China Literature Limited                   | 03-Jun-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant   | 5. Approve Grant of Scheme Mandate to the Directors to Issue Underlying All Options and Awards Under the Share Schemes | Against   |
| Cloudflare, Inc.                           | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Maria Eitel  | Withhold  |
| Cloudflare, Inc.                           | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Katrin Suder   | Withhold  |
| Cloudflare, Inc.                           | 04-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Builders FirstSource, Inc.                 | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Cleveland A. Christophe  | Against   |
| Juniper Networks, Inc.                     | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Steven Fernandez  | Against   |
| Juniper Networks, Inc.                     | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director William Stensrud  | Against   |
| The TJX Companies, Inc.                    | 04-Jun-24    | USA            | S          | Social - Human Rights                               | Human Rights Risk Assessment   | 4. Report on Effectiveness of Social Compliance Efforts in Supply Chain  | For       |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Zein Abdalla  | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Vinita Bali   | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|--|--|-----------|
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Leo S. Mackay, Jr.  | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Stephen "Steve" J. Rohleder   | Against   |
| Cognizant Technology Solutions Corporation | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Abraham "Bram" Schot  | Against   |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Trustee Bonnie Brooks   | Withhold  |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Trustee Marie-Josée Lamothe   | Withhold  |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Trustee Jane Marshall   | Withhold  |
| RioCan Real Estate Investment Trust        | 04-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Trustee Siim A. Vanaselja  | Withhold  |
| Shopify Inc.                               | 04-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Gail Goodman  | Against   |
| Shopify Inc.                               | 04-Jun-24    | Canada | G          | Compensation - Equity Compensation Plan             | Amend Executive Share Option Plan                              | 3. Approve the Unallocated Options under the Stock Option Plan   | Against   |
| Shopify Inc.                               | 04-Jun-24    | Canada | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                                    | 4. Approve the Third Amended and Restated Long Term Incentive Plan   | Against   |
| Shopify Inc.                               | 04-Jun-24    | Canada | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote on Executive Compensation Approach  | Against   |
| ACI Worldwide, Inc.                        | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Janet O. Estep   | Against   |
| ACI Worldwide, Inc.                        | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Mary P. Harman   | Against   |
| ACI Worldwide, Inc.                        | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Charles E. Peters, Jr.   | Against   |
| Booking Holdings Inc.                      | 04-Jun-24    | USA    | G          | Compensation - Compensation                         | Clawback of Incentive Payments                                 | 4. Amend Clawback Policy   | For       |
| Booking Holdings Inc.                      | 04-Jun-24    | USA    | S          | Social - Data Security & Privacy                    | Data Security, Privacy, and Internet Issues                    | 5. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access | For       |
| PROCEPT BioRobotics Corporation            | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Amy Dodrill  | Withhold  |
| PROCEPT BioRobotics Corporation            | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Taylor Harris  | Withhold  |
| PROCEPT BioRobotics Corporation            | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Reza Zadno   | Withhold  |
| Fortive Corporation                        | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Eric Branderiz  | Against   |
| Fortive Corporation                        | 04-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sharmistha Dubey  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|---|-----------|
| Fortive Corporation         | 04-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Jeannine P. Sargent  | Against   |
| Fortive Corporation         | 04-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1i. Elect Director Alan G. Spoon  | Against   |
| Fortive Corporation         | 04-Jun-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation              | Against   |
| Palantir Technologies, Inc. | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Alexander Karp  | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Stephen Cohen   | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director Peter Thiel   | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.4. Elect Director Alexander Moore   | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.5. Elect Director Alexandra Schiff  | Withhold  |
| Alarm.com Holdings, Inc.    | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Timothy McAdam  | Against   |
| Alarm.com Holdings, Inc.    | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.5. Elect Director Stephen Evans   | Against   |
| MarketAxess Holdings Inc.   | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Nancy Altobello  | Against   |
| MarketAxess Holdings Inc.   | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Jane Chwick  | Against   |
| MarketAxess Holdings Inc.   | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director William F. Cruger  | Against   |
| MarketAxess Holdings Inc.   | 05-Jun-24    | USA    | G          | Corporate Governance -<br>Shareholder Rights              | Amend Articles/Bylaws/Charter<br>- Call Special Meetings             | 6. Provide Right to Call a Special Meeting<br>at a 10 Percent Ownership Threshold | For       |
| MicroVision, Inc.           | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Robert P. Carlile   | Withhold  |
| MicroVision, Inc.           | 05-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.7. Elect Director Mark B. Spitzer   | Withhold  |
| MicroVision, Inc.           | 05-Jun-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 2. Advisory Vote to Ratify Named<br>Executive Officers' Compensation              | Against   |
| NovoCure Limited            | 05-Jun-24    | Jersey | G          | Director Election -<br>Director Election                  | Elect Director   | 1d. Elect Director David Hung   | Against   |
| NovoCure Limited            | 05-Jun-24    | Jersey | G          | Director Election -<br>Director Election                  | Elect Director   | 1e. Elect Director Kinyip Gabriel Leung   | Against   |
| NovoCure Limited            | 05-Jun-24    | Jersey | G          | Director Election -<br>Director Election                  | Elect Director   | 1g. Elect Director Allyson Ocean  | Against   |
| NovoCure Limited            | 05-Jun-24    | Jersey | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Timothy Scannell   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|---|--|-----------|
| NovoCure Limited                             | 05-Jun-24    | Jersey | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan  | 4. Approve Omnibus Stock Plan  | Against   |
| SolarEdge Technologies, Inc.                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Nadav Zafrir  | Against   |
| Hydro One Limited                            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director  | 1A. Elect Director Cherie Brant  | Withhold  |
| Hydro One Limited                            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director  | 1B. Elect Director David Hay   | Withhold  |
| Hydro One Limited                            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director  | 1I. Elect Director Melissa Sonberg   | Withhold  |
| Hydro One Limited                            | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director  | 1K. Elect Director Susan Wolburgh Jenah  | Withhold  |
| Airbnb, Inc.                                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Angela Ahrendts  | Withhold  |
| Airbnb, Inc.                                 | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Kenneth Chenault   | Withhold  |
| Airbnb, Inc.                                 | 05-Jun-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Against   |
| Airbnb, Inc.                                 | 05-Jun-24    | USA    | S          | Social - Political Spending                         | Political Contributions Disclosure  | 5. Report on Political Contributions and Expenditures                            | For       |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Adam Foroughi   | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Craig Billings  | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Herald Chen   | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Margaret Georgiadis   | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Alyssa Harvey Dawson  | Withhold  |
| AppLovin Corporation                         | 05-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Deloitte & Touche LLP as Auditors                                      | Against   |
| Fidelity National Information Services, Inc. | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Jeffrey A. Goldstein  | Against   |
| Fidelity National Information Services, Inc. | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Gary L. Lauer   | Against   |
| Fidelity National Information Services, Inc. | 05-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Unity Software Inc.                          | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director David Kostman  | Withhold  |
| Granite Construction Incorporated            | 05-Jun-24    | USA    | E          | Environmental - Pollution                           | Operations in Protected Areas   | 5. Report on I-80 South Quarry Project   | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|--|-----------|
| Walmart Inc.                | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Carla A. Harris   | Against   |
| Walmart Inc.                | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Thomas W. Horton  | Against   |
| Walmart Inc.                | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Randall L. Stephenson   | Against   |
| Walmart Inc.                | 05-Jun-24    | USA    | S          | Social - Animal Welfare                             | Animal Welfare   | 4. Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain  | For       |
| Walmart Inc.                | 05-Jun-24    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Racial Equity and/or Civil Rights Audit                        | 5. Conduct and Report a Third-Party Racial Equity Audit                          | For       |
| Walmart Inc.                | 05-Jun-24    | USA    | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 6. Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain | For       |
| Walmart Inc.                | 05-Jun-24    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 7. Establish a Company Compensation Policy of Paying a Living Wage               | For       |
| Walmart Inc.                | 05-Jun-24    | USA    | S          | Social - Health & Safety                            | Facility Safety  | 9. Commission a Third Party Audit on Workplace Safety and Violence               | For       |
| Datadog, Inc.               | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Alexis Le-Quoc  | Withhold  |
| Datadog, Inc.               | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Michael Callahan  | Withhold  |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Shaun Maguire  | Withhold  |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Katharine A. Martin  | Withhold  |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Luminar Technologies, Inc.  | 05-Jun-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan  | Against   |
| Penumbra, Inc.              | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Adam Elsesser  | Withhold  |
| Penumbra, Inc.              | 05-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Harpreet Grewal  | Withhold  |
| Penumbra, Inc.              | 05-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Kirk E. Arnold   | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director W. Edmund Clark  | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Michael E. Daniels   | Withhold  |
| Thomson Reuters Corporation | 05-Jun-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Deanna Oppenheimer   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                            | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|---------|------------|---|--|---|-----------|
| Thomson Reuters Corporation             | 05-Jun-24    | Canada  | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Simon Paris   | Withhold  |
| Thomson Reuters Corporation             | 05-Jun-24    | Canada  | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Barry Salzberg   | Withhold  |
| MercadoLibre, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Nicolas Galperin  | Withhold  |
| MercadoLibre, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Henrique Dubugras   | Withhold  |
| MercadoLibre, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Richard Sanders   | Withhold  |
| MercadoLibre, Inc.                      | 05-Jun-24    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Terrence R. Curtin   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Alexander M. Cutler  | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Eleuthere I. du Pont   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Luther C. Kissam   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Deanna M. Mulligan   | Against   |
| DuPont de Nemours, Inc.                 | 05-Jun-24    | USA     | G          | Compensation - Compensation                         | Clawback of Incentive Payments   | 5. Amend Clawback Policy  | For       |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Samir Armaly   | Against   |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director John A. Kritzmacher  | Against   |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director John D. Markley, Jr.   | Against   |
| InterDigital, Inc.                      | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Jean F. Rankin   | Against   |
| Beijing Enterprises Water Group Limited | 05-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Beijing Enterprises Water Group Limited | 05-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Globus Medical, Inc.                    | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director David D. Davidar   | Withhold  |
| Globus Medical, Inc.                    | 05-Jun-24    | USA     | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director James R. Tobin   | Withhold  |
| Globus Medical, Inc.                    | 05-Jun-24    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan   | 2. Amend Omnibus Stock Plan   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market | ESG Pillar | Proposal Category                       | Proposal Description                            | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|---|---|-----------|
| Chipotle Mexican Grill, Inc.         | 06-Jun-24    | USA    | S          | Social - Health & Safety                | Facility Safety                                 | 6. Commission a Third Party Audit on Working Conditions   | For       |
| Chipotle Mexican Grill, Inc.         | 06-Jun-24    | USA    | S          | Social - Human Rights                   | Improve Human Rights Standards or Policies      | 7. Adopt Policy to Not Interfere with Freedom of Association Rights                               | For       |
| Chipotle Mexican Grill, Inc.         | 06-Jun-24    | USA    | S          | Social - Miscellaneous                  | Miscellaneous Proposal - Social                 | 8. Report on Adoption of Automation   | For       |
| Chipotle Mexican Grill, Inc.         | 06-Jun-24    | USA    | S          | Social - Diversity, Equity, & Inclusion | Labor Issues - Discrimination and Miscellaneous | 9. Report on Harassment and Discrimination Statistics   | For       |
| Exponent, Inc.                       | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.1. Elect Director George H. Brown   | Against   |
| Exponent, Inc.                       | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.4. Elect Director Carol Lindstrom   | Against   |
| Exponent, Inc.                       | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.5. Elect Director Karen A. Richardson   | Against   |
| Exponent, Inc.                       | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1.6. Elect Director Debra L. Zumwalt  | Against   |
| GoDaddy Inc.                         | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1d. Elect Director Leah Sweet   | Against   |
| GoDaddy Inc.                         | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1e. Elect Director Srinivas (Srini) Tallapragada  | Against   |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | G          | Director Election - Director Election   | Elect Director                                  | 1.1. Elect Director Alexandre Behring   | Against   |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | G          | Director Election - Director Election   | Elect Director                                  | 1.6. Elect Director Ali G. Hedayat  | Against   |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | G          | Director Election - Director Election   | Elect Director                                  | 1.10. Elect Director Thecla Sweeney   | Against   |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | S          | Social - Diversity, Equity, & Inclusion | Report on EEO                                   | 5. Report on Board Oversight of Diversity   | For       |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | E          | Environmental - Other                   | Community -Environment Impact                   | 6. Report on Supply Chain Water Risk Exposure   | For       |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | E, S       | E&S Blended - Health & Safety           | Product Toxicity and Safety                     | 7. Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains | For       |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | S          | Social - Animal Welfare                 | Animal Welfare                                  | 8. Disclose Any Annual Benchmarks for Animal Welfare Goals  | For       |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | E          | Environmental - Pollution               | Recycling                                       | 10. Report on Efforts to Reduce Plastic Use   | For       |
| Restaurant Brands International Inc. | 06-Jun-24    | Canada | G          | Director Related - Board Related        | Require Independent Board Chairman              | 11. Require Independent Board Chairman  | For       |
| lululemon athletica inc.             | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1b. Elect Director Isabel Mahe  | Against   |
| lululemon athletica inc.             | 06-Jun-24    | USA    | G          | Director Election - Director Election   | Elect Director                                  | 1d. Elect Director Emily White  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|----------------------------|--------------|----------------|------------|---|--|--|-----------|
| lululemon athletica inc.   | 06-Jun-24    | USA            | S          | Social - Animal Welfare   | Animal Welfare   | 4. Report on Risks from Company's Use of Animal-Derived Materials  | For       |
| Twilio Inc.                | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Jeff Epstein   | Withhold  |
| Freshworks Inc.            | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Jennifer Taylor  | Withhold  |
| Impinj, Inc.               | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Umesh Padval   | Against   |
| Impinj, Inc.               | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Steve Sanghi   | Against   |
| Impinj, Inc.               | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.5. Elect Director Meera Rao  | Against   |
| Procure Technologies, Inc. | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Elisa A. Steele  | Withhold  |
| Procure Technologies, Inc. | 06-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Royalty Pharma Plc         | 06-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 1d. Elect Director Errol De Souza  | Against   |
| Royalty Pharma Plc         | 06-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Ted Love  | Against   |
| Royalty Pharma Plc         | 06-Jun-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 1h. Elect Director Gregory Norden  | Against   |
| BYD Company Limited        | 06-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 7. Approve Provision of Guarantee  | Against   |
| BYD Company Limited        | 06-Jun-24    | China          | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 9. Approve Grant of General Mandate to the Board to Issue Additional H Shares  | Against   |
| BYD Company Limited        | 06-Jun-24    | China          | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 10. Approve General Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares   | Against   |
| BYD Company Limited        | 06-Jun-24    | China          | G          | Capitalization - Capital Issuance                               | Approve Issuance of Warrants/Convertible Debentures                              | 11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments | Against   |
| CoStar Group, Inc.         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Michael R. Klein  | Against   |
| CoStar Group, Inc.         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Laura Cox Kaplan  | Against   |
| CoStar Group, Inc.         | 06-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1g. Elect Director Christopher J. Nassetta   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------|--------------|--------|------------|---|--|---|-----------|
| CoStar Group, Inc. | 06-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Corpay, Inc.       | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Rahul Gupta                                    | Against   |
| Corpay, Inc.       | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Archie L. Jones, Jr.                           | Against   |
| Corpay, Inc.       | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Hala G. Moddelmog                              | Against   |
| Corpay, Inc.       | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Steven T. Stull                                | Against   |
| Corpay, Inc.       | 06-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Corpay, Inc.       | 06-Jun-24    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 4. Require Independent Board Chair                                | For       |
| EMCOR Group, Inc.  | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Ronald L. Johnson                              | Against   |
| EMCOR Group, Inc.  | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director M. Kevin McEvoy                                | Against   |
| EMCOR Group, Inc.  | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Robin Walker-Lee                               | Against   |
| Gartner, Inc.      | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Peter E. Bisson                                | Against   |
| Gartner, Inc.      | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Anne Sutherland Fuchs                          | Against   |
| Gartner, Inc.      | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director William O. Grabe                               | Against   |
| Appian Corporation | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Matthew Calkins                               | Withhold  |
| Appian Corporation | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Robert C. Kramer                              | Withhold  |
| Appian Corporation | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Mark Lynch                                    | Withhold  |
| Appian Corporation | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director A.G.W. "Jack" Biddle, III                     | Withhold  |
| Appian Corporation | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Shirley A. Edwards                            | Withhold  |
| Appian Corporation | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Barbara "Bobbie" Kilberg                      | Withhold  |
| Appian Corporation | 06-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director William D. McCarthy                           | Withhold  |



## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|------------------------|--------------|-------------|------------|---|---|--|-----------|
| Appian Corporation     | 06-Jun-24    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Pepco Group NV         | 06-Jun-24    | Netherlands | G          | Director Election - Director Election               | Elect Director  | 2.b. Elect Frederick Arnold as Non-Executive Director                            | Against   |
| Pepco Group NV         | 06-Jun-24    | Netherlands | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 3. Amend Remuneration Policy of Board of Directors                               | Against   |
| Pepco Group NV         | 06-Jun-24    | Netherlands | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan   | 4. Approve Pepco Group NV Share Matching Plan                                    | Against   |
| Toast, Inc.            | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Deval L. Patrick  | Withhold  |
| Toast, Inc.            | 06-Jun-24    | USA         | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Against   |
| Trane Technologies Plc | 06-Jun-24    | Ireland     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                | Against   |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Jay C. Hoag   | Against   |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director Bradford L. Smith   | Against   |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify Ernst & Young LLP as Auditors  | Against   |
| Netflix, Inc.          | 06-Jun-24    | USA         | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social   | 4. Report on Use of Artificial Intelligence                                      | For       |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Director Related - Board Related                    | Company-Specific Board-Related  | 7. Amend Code of Ethics and Report on Board Compliance with the Amended Code     | For       |
| Netflix, Inc.          | 06-Jun-24    | USA         | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings                             | 8. Reduce Ownership Threshold for Shareholders to Call Special Meeting           | For       |
| Allegion Plc           | 06-Jun-24    | Ireland     | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                    | 3. Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration    | Against   |
| Alphabet Inc.          | 07-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director John L. Hennessy  | Against   |
| Alphabet Inc.          | 07-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Frances H. Arnold   | Against   |
| Alphabet Inc.          | 07-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director L. John Doerr   | Against   |
| Alphabet Inc.          | 07-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1i. Elect Director K. Ram Shriram  | Against   |
| Alphabet Inc.          | 07-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Robin L. Washington   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|--------|------------|---|--|---|-----------|
| Alphabet Inc.                                | 07-Jun-24    | USA    | E          | Environmental - Climate                             | Report on Climate Change   | 7. Report on Climate Risk in Retirement Plan Options  | For       |
| Alphabet Inc.                                | 07-Jun-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure  | 8. Report on Lobbying Payments and Policy   | For       |
| Alphabet Inc.                                | 07-Jun-24    | USA    | G          | Non-Routine Business - Non-Routine Business         | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 9. Approve Recapitalization Plan for all Stock to Have One-vote per Share                     | For       |
| Alphabet Inc.                                | 07-Jun-24    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social  | 10. Report on Reproductive Healthcare Misinformation Risks                                    | For       |
| Alphabet Inc.                                | 07-Jun-24    | USA    | E, S, G    | Miscellaneous - Miscellaneous                       | Company-Specific--Governance-Related                                   | 11. Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight | For       |
| Alphabet Inc.                                | 07-Jun-24    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social  | 12. Report on Risks Related to AI Generated Misinformation and Disinformation                 | For       |
| Alphabet Inc.                                | 07-Jun-24    | USA    | S          | Social - Human Rights                               | Human Rights Risk Assessment   | 13. Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies                | For       |
| Alphabet Inc.                                | 07-Jun-24    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social  | 14. Adopt Targets Evaluating YouTube Child Safety Policies                                    | For       |
| Jiangsu Yanghe Brewery Joint-Stock Co., Ltd. | 07-Jun-24    | China  | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related                  | 10. Amend Related Party Transaction Management System   | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director VeraLinn "Dash" Jamieson   | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Kevin J. Kennedy   | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William G. LaPerch   | Against   |
| Digital Realty Trust, Inc.                   | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Mark R. Patterson  | Against   |
| OneSpan Inc.                                 | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Garry Capers   | Against   |
| OneSpan Inc.                                 | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Sarika Garg  | Against   |
| OneSpan Inc.                                 | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Marianne Johnson   | Against   |
| OneSpan Inc.                                 | 07-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation         | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                             | Against   |
| ANSYS, Inc.                                  | 07-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1C. Elect Director Ronald W. Hovsepian  | Against   |
| ANSYS, Inc.                                  | 07-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation         | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                             | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| ANSYS, Inc.                      | 07-Jun-24    | USA         | G          | Corporate Governance - Shareholder Rights                       | Amend Articles/Bylaws/Charter - Call Special Meetings                            | 4. Provide Right to Call a Special Meeting  | For       |
| Arista Networks, Inc.            | 07-Jun-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Kelly Battles   | Withhold  |
| Arista Networks, Inc.            | 07-Jun-24    | USA         | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Jayshree Ullal  | Withhold  |
| Arista Networks, Inc.            | 07-Jun-24    | USA         | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| CMOC Group Limited               | 07-Jun-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products   | 1. Approve Purchase of Structured Deposit with Internal Idle Fund   | Against   |
| CMOC Group Limited               | 07-Jun-24    | China       | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 3. Approve Forecast of the Amount of External Guarantee   | Against   |
| CMOC Group Limited               | 07-Jun-24    | China       | G          | Capitalization - Capital Issuance                               | Approve Issuance of Warrants/Convertible Debentures                              | 5. Authorize Board to Decide on Issuance of Debt Financing Instruments  | Against   |
| CMOC Group Limited               | 07-Jun-24    | China       | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares | Against   |
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada      | G          | Director Election - Director Election - Cumulative              | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 1.2. Elect Director Olivia (Liv) Garfield   | Withhold  |
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada      | G          | Director Election - Director Election - Cumulative              | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 1.3. Elect Director Nili Gilbert  | Withhold  |
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada      | G          | Director Election - Director Election - Cumulative              | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 1.5. Elect Director Diana Noble   | Withhold  |
| Brookfield Asset Management Ltd. | 07-Jun-24    | Canada      | G          | Director Election - Director Election - Cumulative              | Elect Director (Cumulative Voting or More Nominees Than Board Seats)             | 1.6. Elect Director Satish Rai  | Withhold  |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director   | 5a. Elect Director Jonathan C. Burrell  | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director   | 5b. Elect Director Joseph J. Hartnett   | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Election - Director Election                           | Elect Director   | 5d. Elect Director Catherine A. Lewis   | Against   |
| Garmin Ltd.                      | 07-Jun-24    | Switzerland | G          | Director Related - Committee Election                           | Elect Member of Remuneration Committee   | 7a. Appoint Jonathan C. Burrell as Member of the Compensation Committee   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name          | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text   | Vote Cast |
|-----------------------|--------------|-------------|------------|---|---|---|-----------|
| Garmin Ltd.           | 07-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee  | 7b. Appoint Joseph J. Hartnett as Member of the Compensation Committee                  | Against   |
| Garmin Ltd.           | 07-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee  | 7c. Appoint Catherine A. Lewis as Member of the Compensation Committee                  | Against   |
| Garmin Ltd.           | 07-Jun-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                  | 10. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| Garmin Ltd.           | 07-Jun-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                  | 11. Advisory Vote on the Swiss Statutory Compensation Report                            | Against   |
| Comcast Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Kenneth J. Bacon  | Withhold  |
| Comcast Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Madeline S. Bell  | Withhold  |
| Comcast Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Jeffrey A. Honickman  | Withhold  |
| Comcast Corporation   | 10-Jun-24    | USA         | S          | Social - Political Spending                         | Political Spending Congruency   | 4. Report on Congruency of Political Spending with Company Stated Values                | For       |
| Evotec SE             | 10-Jun-24    | Germany     | G          | Director Related - Discharge                        | Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) | 2.1. Approve Discharge of Management Board Member Werner Lanthaler for Fiscal Year 2023 | Against   |
| Matterport, Inc.      | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1. Elect Director Mike (Gus) Gustafson  | Withhold  |
| Keurig Dr Pepper Inc. | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1C. Elect Director Oray B. Boston, Jr.  | Against   |
| Keurig Dr Pepper Inc. | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1G. Elect Director Paul Michaels  | Against   |
| Keurig Dr Pepper Inc. | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1J. Elect Director Debra Sandler  | Against   |
| Keurig Dr Pepper Inc. | 10-Jun-24    | USA         | E          | Environmental - Pollution                           | Recycling   | 4. Report on Efforts to Reduce Plastic Use  | For       |
| Semtech Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Gregory M. Fischer  | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Saar Gillai   | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Ye Jane Li  | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.11. Elect Director Sylvia Summers Couder  | Withhold  |
| Semtech Corporation   | 10-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director  | 1.12. Elect Director Paul V. Walsh, Jr.   | Withhold  |
| Nasdaq, Inc.          | 11-Jun-24    | USA         | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings   | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting                  | For       |

## Analysis of Votes Against Management (Continued)

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|---------------|--------------|--------|------------|---|---|--|-----------|
| GitLab Inc.   | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Sundeep Bedi   | Withhold  |
| GitLab Inc.   | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Sue Bostrom  | Withhold  |
| GitLab Inc.   | 11-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors   | 2. Ratify KPMG LLP as Auditors   | Against   |
| GitLab Inc.   | 11-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation        | Against   |
| GitLab Inc.   | 11-Jun-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Limit the Liability of Officers | Against   |
| Domo, Inc.    | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Joshua G. James                                      | Withhold  |
| Domo, Inc.    | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Jeff Kearl   | Withhold  |
| Domo, Inc.    | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director John Pestana   | Withhold  |
| Domo, Inc.    | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Renee Soto   | Withhold  |
| Domo, Inc.    | 11-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation        | Against   |
| HubSpot, Inc. | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Jill Ward   | Against   |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Chelsea Clinton                                       | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Barry Diller  | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Michael D. Eisner                                     | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Bonnie S. Hammer                                      | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Victor A. Kaufman                                     | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1f. Elect Director Joseph Levin  | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1g. Elect Director Bryan Lourd   | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1h. Elect Director David Rosenblatt                                      | Withhold  |
| IAC Inc.      | 11-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Alan G. Spoon   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name            | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|-------------------------|--------------|----------------|------------|---|---|--|-----------|
| IAC Inc.                | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1k. Elect Director Alexander von Furstenberg   | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1l. Elect Director Richard F. Zannino  | Withhold  |
| IAC Inc.                | 11-Jun-24    | USA            | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 2. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation | Against   |
| Toyota Industries Corp. | 11-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Onishi, Akira  | Against   |
| Toyota Industries Corp. | 11-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Ito, Koichi  | Against   |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Gregory B. Maffei  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Matt Goldberg  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Jay C. Hoag  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Betsy L. Morgan  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director M. Greg O'Hara   | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Jeremy Phillips  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Albert E. Rosenthaler  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director Jane Jie Sun   | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Trynka Shineman Blake  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.10. Elect Director Robert S. Wiesenthal  | Withhold  |
| TripAdvisor, Inc.       | 11-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency   | 4. Advisory Vote on Say on Pay Frequency   | One Year  |
| Q2 Holdings, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Stephen C. Hooley  | Withhold  |
| Q2 Holdings, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Margaret L. Taylor   | Withhold  |
| Q2 Holdings, Inc.       | 11-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director Lynn Antipas Tyson   | Withhold  |
| LivaNova PLC            | 11-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director Sharon O'Kane  | Against   |
| LivaNova PLC            | 11-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director  | 1.8. Elect Director Brooke Story   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|--|--|-----------|
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.3. Approve Remuneration Report (Non-Binding)   | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.2. Reelect Stacy Seng as Director  | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.5. Reelect Lukas Braunschweiler as Director  | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.6. Reelect Roland Diggelmann as Director   | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Election - Director Election               | Elect Director   | 4.1.7. Reelect Julie Tay as Director   | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.1. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee    | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.2. Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.3. Reappoint Stacy Seng as Member of the Nomination and Compensation Committee           | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 4.3.4. Reappoint Julie Tay as Member of the Nomination and Compensation Committee            | Against   |
| Sonova Holding AG           | 11-Jun-24    | Switzerland | G          | Routine Business - Routine Business                 | Other Business   | 6. Transact Other Business (Voting)  | Against   |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William J. Colombo  | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Anne Fink   | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Larry Fitzgerald, Jr.   | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Lawrence J. Schorr  | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Larry D. Stone  | Withhold  |
| Dick's Sporting Goods, Inc. | 12-Jun-24    | USA         | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 4. Adopt a Policy to Annually Disclose EEO-1 Report  | For       |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director David W. MacLennan   | Against   |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Debra L. Reed-Klages   | Against   |
| Caterpillar, Inc.           | 12-Jun-24    | USA         | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Susan C. Schwab  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name       | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------|--------------|----------------|------------|---|--|---|-----------|
| Caterpillar, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Rayford Wilkins, Jr.                          | Against   |
| Caterpillar, Inc.  | 12-Jun-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 4. Require Independent Board Chair                                | For       |
| Caterpillar, Inc.  | 12-Jun-24    | USA            | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 5. Report on Lobbying Payments and Policy                         | For       |
| Pure Storage, Inc. | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jeff Rothschild                               | Withhold  |
| Pure Storage, Inc. | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Mallun Yen                                    | Withhold  |
| Pure Storage, Inc. | 12-Jun-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| Pure Storage, Inc. | 12-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Yext, Inc.         | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Julie Richardson                              | Withhold  |
| Ambarella, Inc.    | 12-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Christopher B. Paisley                        | Withhold  |
| Ambarella, Inc.    | 12-Jun-24    | Cayman Islands | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Ambarella, Inc.    | 12-Jun-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Confluent, Inc.    | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Jonathan Chadwick                              | Withhold  |
| Confluent, Inc.    | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Neha Narkhede                                  | Withhold  |
| Incyte Corporation | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Julian C. Baker                               | Against   |
| Incyte Corporation | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Jean-Jacques Bienaime                         | Against   |
| Incyte Corporation | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jacquelyn A. Fouse                            | Against   |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Andre Almeida                                 | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Marcelo Claire                                | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Srikant M. Datar                              | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Srinivasan Gopalan                            | Withhold  |
| T-Mobile US, Inc.  | 12-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Timotheus Hottges                             | Withhold  |



## Analysis of Votes Against Management (Continued)

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category   | Proposal Description  | Proposal Text  | Vote Cast |
|-------------------------|--------------|-------------|------------|---|---|--|-----------|
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.6. Elect Director Christian P. Illek                               | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.7. Elect Director James Kavanaugh                                  | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.8. Elect Director Raphael Kubler                                   | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.9. Elect Director Thorsten Langheim                                | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.10. Elect Director Dominique Leroy                                 | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.11. Elect Director Letitia A. Long                                 | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.12. Elect Director G. Michael (Mike) Sievert                       | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.13. Elect Director Teresa A. Taylor                                | Withhold  |
| T-Mobile US, Inc.       | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.14. Elect Director Kelvin R. Westbrook                             | Withhold  |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1d. Elect Director Mary Lynne Hedley                                 | Against   |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1i. Elect Director Paul Sekhri                                       | Against   |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1j. Elect Director Matthew J. Wallach                                | Against   |
| Veeva Systems Inc.      | 12-Jun-24    | USA         | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation              | 4. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Alphatec Holdings, Inc. | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.2. Elect Director Mortimer Berkowitz, III                          | Withhold  |
| Alphatec Holdings, Inc. | 12-Jun-24    | USA         | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation              | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Kangwon Land, Inc.      | 12-Jun-24    | South Korea | G          | Director Election -<br>Director Election                  | Elect Director (Not Cumulative<br>Voting but more candidates<br>than board seats) | 1.1. Elect Kwon Soon-hyeong as Inside<br>Director                    | Against   |
| Kangwon Land, Inc.      | 12-Jun-24    | South Korea | G          | Director Election -<br>Director Election                  | Elect Director (Not Cumulative<br>Voting but more candidates<br>than board seats) | 1.2. Elect Nam Han-gyu as Inside Director                            | Against   |
| Riot Platforms, Inc.    | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1a. Elect Director Benjamin Yi                                       | Withhold  |
| Riot Platforms, Inc.    | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1b. Elect Director Jason Les   | Withhold  |
| Qualys, Inc.            | 12-Jun-24    | USA         | G          | Director Election -<br>Director Election                  | Elect Director  | 1.1. Elect Director Jeffrey P. Hank                                  | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------|--------------|--------|------------|---|--|---|-----------|
| Qualys, Inc.              | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Sumedh S. Thakar  | Withhold  |
| Asseco Poland SA          | 12-Jun-24    | Poland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 13. Approve Remuneration Report   | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Douglas M. Baker, Jr.  | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director George S. Barrett  | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Christine A. Leahy   | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Monica C. Lozano   | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Dmitri L. Stockton   | Against   |
| Target Corporation        | 12-Jun-24    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chairman                                   | 4. Require Independent Board Chair  | For       |
| Target Corporation        | 12-Jun-24    | USA    | S          | Social - Animal Welfare                             | Animal Welfare   | 5. Report on Animal Pain Management   | For       |
| Target Corporation        | 12-Jun-24    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                      | 6. Establish a Company Compensation Policy of Paying a Living Wage  | For       |
| Target Corporation        | 12-Jun-24    | USA    | S          | Social - Political Spending                         | Political Spending Congruency  | 7. Report on Congruency of Political Spending with Company Stated Values  | For       |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Christopher L. Augustini   | Against   |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Daniel L. Mosley   | Against   |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Mark L. Shapiro  | Against   |
| W. R. Berkley Corporation | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Jonathan Talisman  | Against   |
| Blackbaud, Inc.           | 12-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Andrew M. Leitch   | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.1. Elect a Representative of KUAN XIN INVESTMENT CORP., with Shareholder No. 0248318, as Non-independent Director       | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.2. Elect HUANG, KUO HSIU, with Shareholder No. 0000712, as Non-Independent Director                                     | Against   |
| Accton Technology Corp.   | 13-Jun-24    | Taiwan | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.3. Elect DU, HENG YI, a Representative of TING SING CO., LTD. with Shareholder No. 0192084, as Non-Independent Director | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|--------|------------|---|--|---|-----------|
| Accton Technology Corp.       | 13-Jun-24    | Taiwan | G          | Director Election -<br>Director Election -<br>Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.4. Elect HUANG, SHU CHIEH, with Shareholder No. B120322XXX, as Independent Director | Against   |
| Accton Technology Corp.       | 13-Jun-24    | Taiwan | G          | Director Election -<br>Director Election -<br>Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.5. Elect LEE, FA YAUH, with Shareholder No. A104398XXX, as Independent Director     | Against   |
| Accton Technology Corp.       | 13-Jun-24    | Taiwan | G          | Director Election -<br>Director Election -<br>Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.6. Elect EIZO KOBAYASHI, with Shareholder No. 1949010XXX, as Independent Director   | Against   |
| Accton Technology Corp.       | 13-Jun-24    | Taiwan | G          | Director Election -<br>Director Election -<br>Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats) | 4.7. Elect ANKUR SINGLA, with Shareholder No. 1977032XXX, as Independent Director     | Against   |
| Custom Truck One Source, Inc. | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.1. Elect Director Marshall Heinberg   | Withhold  |
| Custom Truck One Source, Inc. | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.2. Elect Director Louis Samson  | Withhold  |
| Custom Truck One Source, Inc. | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1.3. Elect Director David Wolf  | Withhold  |
| Custom Truck One Source, Inc. | 13-Jun-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                     | Against   |
| Custom Truck One Source, Inc. | 13-Jun-24    | USA    | G          | Compensation - Equity<br>Compensation Plan                | Amend Omnibus Stock Plan   | 3. Amend Omnibus Stock Plan   | Against   |
| Etsy, Inc.                    | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1a. Elect Director Marla Blow   | Against   |
| Etsy, Inc.                    | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1b. Elect Director Gary S. Briggs   | Against   |
| Etsy, Inc.                    | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Melissa Reiff  | Against   |
| Etsy, Inc.                    | 13-Jun-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation       | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                     | Against   |
| Etsy, Inc.                    | 13-Jun-24    | USA    | G          | Compensation - Equity<br>Compensation Plan                | Amend Omnibus Stock Plan   | 4. Amend Omnibus Stock Plan   | Against   |
| Yelp Inc.                     | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1c. Elect Director Robert Gibbs   | Against   |
| Yelp Inc.                     | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1d. Elect Director Diane Irvine   | Against   |
| Yelp Inc.                     | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1f. Elect Director Sharon Rothstein   | Against   |
| Yelp Inc.                     | 13-Jun-24    | USA    | G          | Director Election -<br>Director Election                  | Elect Director   | 1h. Elect Director Chris Terrill  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|--------|------------|---|--|---|-----------|
| Yelp Inc.                       | 13-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Monolithic Power Systems, Inc.  | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Eugen Elmiger                                 | Withhold  |
| Monolithic Power Systems, Inc.  | 13-Jun-24    | USA    | G          | Director Related - Board Related                    | Declassify the Board of Directors                              | 4. Declassify the Board of Directors                              | For       |
| Zoom Video Communications, Inc. | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jonathan Chadwick                             | Withhold  |
| Zoom Video Communications, Inc. | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Cindy Hoots                                   | Withhold  |
| Zoom Video Communications, Inc. | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Dan Scheinman                                 | Withhold  |
| Zoom Video Communications, Inc. | 13-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Rapid7, Inc.                    | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Benjamin Holzman                              | Withhold  |
| Rapid7, Inc.                    | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Reeny Sondhi                                  | Withhold  |
| Grifols SA                      | 13-Jun-24    | Spain  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Advisory Vote on Remuneration Report                          | Against   |
| Grifols SA                      | 13-Jun-24    | Spain  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 11. Amend Remuneration Policy                                     | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Constantin H. Beier                            | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Margaret G. Lewis                              | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Christopher J. Niehaus                         | Against   |
| W. P. Carey Inc.                | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Elisabeth T. Stheeman                          | Against   |
| PagerDuty, Inc.                 | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Rathi Murthy                                  | Withhold  |
| PagerDuty, Inc.                 | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Alex Solomon                                  | Withhold  |
| PagerDuty, Inc.                 | 13-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Monster Beverage Corporation    | 13-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Gary P. Fayard                                | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Monster Beverage Corporation | 13-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.9. Elect Director Steven G. Pizula  | Withhold  |
| Monster Beverage Corporation | 13-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.10. Elect Director Mark S. Vidergauz  | Withhold  |
| Kuaishou Technology          | 13-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                     | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                           | Against   |
| Kuaishou Technology          | 13-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                     | Authorize Reissuance of Repurchased Shares                                       | 9. Authorize Reissuance of Repurchased Shares   | Against   |
| Tesla, Inc.                  | 13-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1a. Elect Director James Murdoch  | Against   |
| Tesla, Inc.                  | 13-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1b. Elect Director Kimbal Musk  | Against   |
| Tesla, Inc.                  | 13-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| Tesla, Inc.                  | 13-Jun-24    | USA            | G          | Compensation - Equity Compensation Plan               | Approve Stock Option Plan Grants   | 4. Ratify Performance Based Stock Options to Elon Musk  | Against   |
| Tesla, Inc.                  | 13-Jun-24    | USA            | G          | Director Related - Board Related                      | Declassify the Board of Directors  | 6. Declassify the Board of Directors  | For       |
| Tesla, Inc.                  | 13-Jun-24    | USA            | G          | Corporate Governance - Shareholder Rights             | Reduce Supermajority Vote Requirement  | 7. Adopt Simple Majority Vote   | For       |
| Tesla, Inc.                  | 13-Jun-24    | USA            | S          | Social - Diversity, Equity, & Inclusion               | Labor Issues - Discrimination and Miscellaneous                                  | 8. Report on Harassment and Discrimination Prevention Efforts   | For       |
| Tesla, Inc.                  | 13-Jun-24    | USA            | S          | Social - Human Rights                                 | Improve Human Rights Standards or Policies                                       | 9. Adopt a Non-Interference Policy Respecting Freedom of Association  | For       |
| Tesla, Inc.                  | 13-Jun-24    | USA            | E, S       | E&S Blended - Compensation                            | Link Executive Pay to Social Criteria  | 11. Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation | For       |
| Tesla, Inc.                  | 13-Jun-24    | USA            | E          | Environmental - Other                                 | Community -Environment Impact  | 12. Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining  | For       |
| AppFolio, Inc.               | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.1. Elect Director Timothy Bliss   | Withhold  |
| AppFolio, Inc.               | 14-Jun-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1.3. Elect Director Winifred Webb   | Withhold  |
| AppFolio, Inc.               | 14-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation   | Withhold  |
| AppFolio, Inc.               | 14-Jun-24    | USA            | G          | Compensation - Equity Compensation Plan               | Approve Omnibus Stock Plan   | 4. Approve Omnibus Stock Plan   | Withhold  |
| AppFolio, Inc.               | 14-Jun-24    | USA            | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                                   | 5. Approve Qualified Employee Stock Purchase Plan   | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Coinbase Global, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Brian Armstrong                               | Withhold  |
| Coinbase Global, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Marc L. Andreessen                            | Withhold  |
| Coinbase Global, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Frederick Ernest Ehrsam, III                  | Withhold  |
| Coinbase Global, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Kelly A. Kramer                               | Withhold  |
| Coinbase Global, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Gokul Rajaram                                 | Withhold  |
| Coinbase Global, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Fred Wilson                                   | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Joseph R. Mannes                              | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Timothy P. Halter                             | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director David Patton                                  | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Karen Hoffman                                 | Withhold  |
| DXP Enterprises, Inc.           | 14-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director William H. Neukom                             | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Judith Sim                                    | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director James Stavridis                               | Against   |
| Fortinet, Inc.                  | 14-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Hankyu Hanshin Holdings, Inc.   | 14-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Sumi, Kazuo                                   | Against   |
| Shizuoka Financial Group, Inc.  | 14-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Nakanishi, Katsunori                          | Against   |
| Shizuoka Financial Group, Inc.  | 14-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Shibata, Hisashi                              | Against   |
| Regeneron Pharmaceuticals, Inc. | 14-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Arthur F. Ryan                                 | Against   |
| Regeneron Pharmaceuticals, Inc. | 14-Jun-24    | USA            | G          | Corporate Governance - Shareholder Rights           | Reduce Supermajority Vote Requirement                          | 4. Adopt Simple Majority Vote                                     | For       |
| Meituan                         | 14-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2. Elect Wang Xing as Director                                    | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text   | Vote Cast |
|----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Meituan                    | 14-Jun-24    | Cayman Islands | G          | Director Election - Director Election                           | Elect Director   | 3. Elect Mu Rongjun as Director   | Against   |
| Simplex Holdings, Inc.     | 16-Jun-24    | Japan          | G          | Director Election - Director Election                           | Elect Director   | 2.2. Elect Director and Audit Committee Member Ogasawara, Noriyuki  | Against   |
| Simplex Holdings, Inc.     | 16-Jun-24    | Japan          | G          | Director Election - Director Election                           | Elect Director   | 2.3. Elect Director and Audit Committee Member Hamanishi, Yasuto  | Against   |
| Yadea Group Holdings Ltd.  | 17-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights  | Against   |
| Yadea Group Holdings Ltd.  | 17-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                               | Authorize Reissuance of Repurchased Shares                                       | 5C. Authorize Reissuance of Repurchased Shares  | Against   |
| Yadea Group Holdings Ltd.  | 17-Jun-24    | Cayman Islands | G          | Compensation - Equity Compensation Plan                         | Approve Executive Share Option Plan  | 6. Adopt New Share Option Scheme and Scheme Mandate Limit   | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee                          | 3. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                                    | 4. Amend Rules of Procedures of General Meetings  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Routine Business - Routine Business                             | Approve Provisionary Budget and Strategy for Fiscal Year 20XX                    | 6. Approve Financial Budget Report  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 12. Approve Provision of Guarantees for Its Potential Credit Facility and Related Transactions  | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Director Related - Board Related                                | Amend Articles of Association Regarding Party Committee                          | 16. Authorize Board to Make Changes in Industrial and Commercial Registration and Make Relevant Adjustments and Revision to the Articles of Association | Against   |
| Flat Glass Group Co., Ltd. | 17-Jun-24    | China          | G          | Routine Business - Routine Business                             | Approve/Amend Regulations on General Meetings                                    | 17. Amend Rules of Procedures of General Meetings   | Against   |
| Asana, Inc.                | 17-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Matthew Cohler  | Withhold  |
| Asana, Inc.                | 17-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Dustin Moskovitz  | Withhold  |
| CrowdStrike Holdings, Inc. | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1.3. Elect Director Gerhard Watzinger   | Withhold  |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Merit E. Janow   | Against   |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Richard K. Davis   | Against   |
| Mastercard Incorporated    | 18-Jun-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1e. Elect Director Choon Phong Goh  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|---------------------------|--------------|--------|------------|---|---|--|-----------|
| Mastercard Incorporated   | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1j. Elect Director Gabrielle Sulzberger  | Against   |
| Mastercard Incorporated   | 18-Jun-24    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure   | 4. Report on Lobbying Payments and Policy  | For       |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1a. Elect Director Aneel Bhusri  | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1b. Elect Director Thomas F. Bogan   | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1c. Elect Director Lynne M. Doughtie   | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Workday, Inc.             | 18-Jun-24    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Gregory Beecher  | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Michael Child  | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.7. Elect Director Eric Meurice   | Against   |
| IPG Photonics Corporation | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director John Peeler  | Against   |
| Japan Post Bank Co., Ltd. | 18-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Kasama, Takayuki   | Against   |
| NTT DATA Group Corp.      | 18-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director  | 3.3. Elect Director and Audit Committee Member Sakamoto, Eiichi  | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Wayne Burris   | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.6. Elect Director John B. Henneman, III  | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.9. Elect Director Michael E. Paolucci  | Against   |
| Orthofix Medical Inc.     | 18-Jun-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan  | 4. Amend Omnibus Stock Plan  | Against   |
| Pegasystems Inc.          | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Peter Gyenes   | Against   |
| Pegasystems Inc.          | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Richard Jones  | Against   |
| Pegasystems Inc.          | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.4. Elect Director Christopher Lafond   | Against   |
| Pegasystems Inc.          | 18-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1.5. Elect Director Dianne Ledingham   | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market  | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|----------------------------------|--------------|---------|------------|---|--|--|-----------|
| Pegasystems Inc.                 | 18-Jun-24    | USA     | G          | Director Election - Director Election                           | Elect Director   | 1.6. Elect Director Sharon Rowlands  | Against   |
| Pegasystems Inc.                 | 18-Jun-24    | USA     | G          | Director Election - Director Election                           | Elect Director   | 1.7. Elect Director Larry Weber  | Against   |
| Rivian Automotive, Inc.          | 18-Jun-24    | USA     | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Jay Flatley   | Withhold  |
| Rivian Automotive, Inc.          | 18-Jun-24    | USA     | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| Smartsheet Inc.                  | 18-Jun-24    | USA     | G          | Director Election - Director Election                           | Elect Director   | 1.5. Elect Director Rowan Trollope   | Withhold  |
| Toyota Motor Corp.               | 18-Jun-24    | Japan   | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Toyoda, Akio   | Against   |
| Toyota Motor Corp.               | 18-Jun-24    | Japan   | E, S       | E&S Blended - Climate   | Climate Change Lobbying  | 4. Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement | For       |
| China Ruyi Holdings Limited      | 18-Jun-24    | Bermuda | G          | Director Election - Director Election                           | Elect Director   | 2c. Elect Chau Shing Yim, David as Director  | Against   |
| China Ruyi Holdings Limited      | 18-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights    | Against   |
| China Ruyi Holdings Limited      | 18-Jun-24    | Bermuda | G          | Capitalization - Capital Issuance                               | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Director Related - Board Related                                | Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)                          | 20.1. Recall Supervisory Board Member  | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Director Election - Director Election                           | Elect Supervisory Board Member   | 20.2. Elect Supervisory Board Member   | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Miscellaneous - Board Related                                   | Company Specific--Board-Related  | 21. Approve Assessment of Supervisory Board Suitability                                | Against   |
| Powszechny Zaklad Ubezpieczen SA | 18-Jun-24    | Poland  | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 22. Approve Remuneration Report  | Against   |
| Block, Inc.                      | 18-Jun-24    | USA     | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Randall Garutti  | Withhold  |
| LY Corp.                         | 18-Jun-24    | Japan   | G          | Director Election - Director Election                           | Elect Director   | 1.1. Elect Director Kawabe, Kentaro  | Against   |
| LY Corp.                         | 18-Jun-24    | Japan   | G          | Director Election - Director Election                           | Elect Director   | 1.2. Elect Director Idezawa, Takeshi   | Against   |
| CRRC Corporation Limited         | 18-Jun-24    | China   | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 5. Approve Arrangement of Guarantees   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                 | Proposal Description   | Proposal Text   | Vote Cast |
|-------------------------------|--------------|----------------|------------|---|--|---|-----------|
| CRRC Corporation Limited      | 18-Jun-24    | China          | G          | Non-Routine Business - Related-Party Transactions | Approve Transaction with a Related Party   | 7. Approve Entering into the Financial Services Framework Agreement between Finance Company and CRRC GROUP                | Against   |
| CRRC Corporation Limited      | 18-Jun-24    | China          | G          | Capitalization - Capital Issuance                 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 11. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and H Shares | Against   |
| CRRC Corporation Limited      | 18-Jun-24    | China          | G          | Capitalization - Capital Issuance                 | Approve Issuance of Warrants/Convertible Debentures                              | 12. Approve Issuance of Debt Financing Instruments  | Against   |
| MetLife, Inc.                 | 18-Jun-24    | USA            | G          | Director Election - Director Election             | Elect Director   | 1a. Elect Director Cheryl W. Grise  | Against   |
| MetLife, Inc.                 | 18-Jun-24    | USA            | G          | Director Election - Director Election             | Elect Director   | 1c. Elect Director Carla A. Harris  | Against   |
| MetLife, Inc.                 | 18-Jun-24    | USA            | G          | Director Election - Director Election             | Elect Director   | 1f. Elect Director R. Glenn Hubbard   | Against   |
| MetLife, Inc.                 | 18-Jun-24    | USA            | G          | Director Election - Director Election             | Elect Director   | 1g. Elect Director Jeh C. Johnson   | Against   |
| MetLife, Inc.                 | 18-Jun-24    | USA            | G          | Director Election - Director Election             | Elect Director   | 1i. Elect Director Denise M. Morrison   | Against   |
| MetLife, Inc.                 | 18-Jun-24    | USA            | G          | Director Election - Director Election             | Elect Director   | 1m. Elect Director Mark A. Weinberger   | Against   |
| MetLife, Inc.                 | 18-Jun-24    | USA            | S          | Social - Diversity, Equity, & Inclusion           | Racial Equity and/or Civil Rights Audit  | 5. Conduct and Report a Third-Party Racial Equity Audit   | For       |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 5. Re-elect Kal Atwal as Director   | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 6. Re-elect Horst Baier as Director   | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 7. Re-elect Adam Crozier as Director  | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 8. Re-elect Frank Fiskers as Director   | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 9. Re-elect Richard Gillingwater as Director  | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 10. Re-elect Karen Jones as Director  | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 11. Re-elect Chris Kennedy as Director  | Against   |
| Whitbread Plc                 | 18-Jun-24    | United Kingdom | G          | Director Election - Director Election             | Elect Director   | 14. Re-elect Cilla Snowball as Director   | Against   |
| Japan Post Holdings Co., Ltd. | 19-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 1.1. Elect Director Masuda, Hiroya  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|--------|------------|---|--|---|-----------|
| Nippon Sanso Holdings Corp. | 19-Jun-24    | Japan  | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.1. Appoint Statutory Auditor Akashi, Kentaro                    | Against   |
| Nippon Sanso Holdings Corp. | 19-Jun-24    | Japan  | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.2. Appoint Statutory Auditor Ichiya, Kohei                      | Against   |
| Sanyo Denki Co., Ltd.       | 19-Jun-24    | Japan  | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.2. Appoint Statutory Auditor Yamada, Takafumi                   | Against   |
| West Japan Railway Co.      | 19-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Director and Audit Committee Member Ogura, Maki        | Against   |
| Yakult Honsha Co., Ltd.     | 19-Jun-24    | Japan  | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.2. Appoint Statutory Auditor Machida, Emi                       | Against   |
| Vertiv Holdings Co.         | 19-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Joseph J. DeAngelo                             | Withhold  |
| Vertiv Holdings Co.         | 19-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Joseph van Dokkum                              | Withhold  |
| Vertiv Holdings Co.         | 19-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Roger Fradin                                   | Withhold  |
| Vertiv Holdings Co.         | 19-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Edward L. Monser                               | Withhold  |
| Vertiv Holdings Co.         | 19-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Acciona SA                  | 19-Jun-24    | Spain  | G          | Director Election - Director Election               | Elect Director   | 2.1. Reelect Jose Manuel Entrecanales Domecq as Director          | Against   |
| Acciona SA                  | 19-Jun-24    | Spain  | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote on Remuneration Report                           | Against   |
| Equity Residential          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Linda Walker Bynoe                            | Withhold  |
| Equity Residential          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Mary Kay Haben                                | Withhold  |
| Equity Residential          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Tahsinul Zia Huque                            | Withhold  |
| Equity Residential          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Mark S. Shapiro                              | Withhold  |
| Equity Residential          | 20-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|--|-----------|
| Ivanhoe Mines Ltd.           | 20-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 2C. Elect Director Tadeu Carneiro  | Withhold  |
| Ivanhoe Mines Ltd.           | 20-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 2I. Elect Director Phumzile Mlambo-Ngcuka  | Withhold  |
| Ivanhoe Mines Ltd.           | 20-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 2K. Elect Director Delphine Traore   | Withhold  |
| Biogen Inc.                  | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Caroline D. Dorsa   | Against   |
| Biogen Inc.                  | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William A. Hawkins  | Against   |
| Biogen Inc.                  | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Eric K. Rowinsky  | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Cheryl W. Grise   | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Paul C. Hilal   | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Edward J. Kelly, III  | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Stephanie P. Stahl  | Against   |
| Dollar Tree, Inc.            | 20-Jun-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman   | 4. Require Independent Board Chair   | For       |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2Ai. Elect Director Ye Guofu   | Against   |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2Aii. Elect Director Wang Yongping   | Against   |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 4A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| MINISO Group Holding Limited | 20-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 4C. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Okta, Inc.                   | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Michael Stankey  | Withhold  |
| Okta, Inc.                   | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| TravelSky Technology Limited | 20-Jun-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 6. Amend Articles of Association   | Against   |
| DoorDash, Inc.               | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Elinor Mertz  | Against   |
| DoorDash, Inc.               | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Tony Xu   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------------|--------------|--------|------------|---|--|---|-----------|
| DoorDash, Inc.                       | 20-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Nippon Telegraph & Telephone Corp.   | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Shimada, Akira                                | Against   |
| Ricoh Co., Ltd.                      | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Yamashita, Yoshinori                          | Against   |
| Ricoh Co., Ltd.                      | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Oyama, Akira                                  | Against   |
| SCSK Corp.                           | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3. Elect Director and Audit Committee Member Miki, Yasuo          | Against   |
| Sumitomo Mitsui Trust Holdings, Inc. | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 4.1. Elect Director Takakura, Toru                                | Against   |
| Sumitomo Mitsui Trust Holdings, Inc. | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 4.5. Elect Director Okubo, Tetsuo                                 | Against   |
| TAISEI Corp.                         | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.1. Elect Director Tanaka, Shigeyoshi                            | Against   |
| TAISEI Corp.                         | 20-Jun-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.2. Elect Director Aikawa, Yoshiro                               | Against   |
| TAISEI Corp.                         | 20-Jun-24    | Japan  | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 4.1. Appoint Statutory Auditor Sato, Yasuhiro                     | Against   |
| Universal Display Corporation        | 20-Jun-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Universal Display Corporation        | 20-Jun-24    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| nCino, Inc.                          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Pam Kilday                                     | Against   |
| nCino, Inc.                          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Pierre Naude                                   | Against   |
| nCino, Inc.                          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director William J. Ruh                                 | Against   |
| nCino, Inc.                          | 20-Jun-24    | USA    | G          | Director Related - Board Related                    | Declassify the Board of Directors  | 5. Declassify the Board of Directors                              | For       |
| Argan, Inc.                          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director William F. Leimkuhler                         | Withhold  |
| Argan, Inc.                          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director W.G. Champion Mitchell                        | Withhold  |
| Argan, Inc.                          | 20-Jun-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director James W. Quinn                                | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------|--------------|----------------|------------|---|--|---|-----------|
| Argan, Inc.              | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Daniel Dines                                   | Withhold  |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Philippe Botteri                               | Withhold  |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Laela Sturdy                                   | Withhold  |
| UiPath, Inc.             | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Brad W. Buss                                   | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Rebecca W. House                               | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Robert E. Switz                                | Against   |
| Marvell Technology, Inc. | 20-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Claudia Arney as Director                             | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Catherine Bradley as Director                         | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Jeff Carr as Director                                 | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Sophie Gasperment as Director                         | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Rakhi Goss-Custard as Director                       | Against   |
| Kingfisher plc           | 20-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Bill Lennie as Director                              | Against   |
| Aon Plc                  | 21-Jun-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Lester B. Knight                              | Against   |
| Aon Plc                  | 21-Jun-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Fulvio Conti                                  | Against   |
| Aon Plc                  | 21-Jun-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Cheryl A. Francis                             | Against   |
| Aon Plc                  | 21-Jun-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Richard C. Notebaert                          | Against   |
| Aon Plc                  | 21-Jun-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1.10. Elect Director Gloria Santona                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                 | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| China Three Gorges Renewables (Group) Co., Ltd. | 21-Jun-24    | China          | G          | Routine Business - Routine Business               | Approve Provisionary Budget and Strategy for Fiscal Year 20XX                        | 8. Approve Investment Plan and Financial Budget   | Against   |
| China Three Gorges Renewables (Group) Co., Ltd. | 21-Jun-24    | China          | G          | Capitalization - Debt Related                     | Authorize Issuance of Bonds/Debentures   | 9. Approve Bond Financing Plan  | Against   |
| China Three Gorges Renewables (Group) Co., Ltd. | 21-Jun-24    | China          | G          | Non-Routine Business - Related-Party Transactions | Approve Transaction with a Related Party   | 10. Approve Related Party Transaction   | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.1. Elect Director Nagai, Akira  | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.2. Elect Director Maruyama, Akira   | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor              | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.1. Appoint Statutory Auditor Yokogoshi, Yoshitsugu  | Against   |
| Harmonic Drive Systems, Inc.                    | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor              | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Imazato, Eisaku  | Against   |
| JD Health International Inc.                    | 21-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 5a. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights  | Against   |
| JD Health International Inc.                    | 21-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                 | Authorize Reissuance of Repurchased Shares   | 5c. Authorize Reissuance of Repurchased Shares  | Against   |
| NIPPON STEEL CORP.                              | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.1. Elect Director Hashimoto, Eiji   | Against   |
| NIPPON STEEL CORP.                              | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.2. Elect Director Imai, Tadashi   | Against   |
| NIPPON STEEL CORP.                              | 21-Jun-24    | Japan          | E          | Environmental - Climate                           | GHG Emissions  | 6. Amend Articles to Set and Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement   | For       |
| NIPPON STEEL CORP.                              | 21-Jun-24    | Japan          | E, S       | E&S Blended - Compensation                        | Link Executive Pay to Social Criteria  | 7. Amend Articles to Introduce Executive Compensation System Linked to Greenhouse Gas Emission Reduction Target and Disclose How Compensation Policy Contributes to Achievement of the Target | For       |
| NIPPON STEEL CORP.                              | 21-Jun-24    | Japan          | E, S       | E&S Blended - Climate                             | Climate Change Lobbying  | 8. Amend Articles to Report on Corporate Climate Lobbying   | For       |
| SoftBank Group Corp.                            | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.1. Elect Director Son, Masayoshi  | Against   |
| Square Enix Holdings Co., Ltd.                  | 21-Jun-24    | Japan          | G          | Director Election - Director Election             | Elect Director   | 2.1. Elect Director and Audit Committee Member Iwamoto, Nobuyuki  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market         | ESG Pillar | Proposal Category                     | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---------------------------------------|--|---|-----------|
| Sumitomo Chemical Co., Ltd.              | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.1. Elect Director Tokura, Masakazu  | Against   |
| Sumitomo Chemical Co., Ltd.              | 21-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.2. Elect Director Iwata, Keiichi  | Against   |
| Tobu Railway Co., Ltd.                   | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor  | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.5. Appoint Statutory Auditor Hayashi, Nobuhide                                    | Against   |
| Yamato Holdings Co., Ltd.                | 21-Jun-24    | Japan          | G          | Director Related - Statutory Auditor  | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 2.2. Appoint Statutory Auditor Ino, Setsuko   | Against   |
| China Overseas Land & Investment Ltd.    | 21-Jun-24    | Hong Kong      | G          | Capitalization - Capital Issuance     | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 1. Re-elect John Rishton as Director  | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 3. Re-elect Mary McDowell as Director   | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 5. Re-elect Gill Whitehead as Director  | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 6. Re-elect Louise Smalley as Director  | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 8. Re-elect Joanne Wilson as Director   | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 9. Re-elect Zheng Yin as Director   | Against   |
| Informa Plc                              | 21-Jun-24    | United Kingdom | G          | Director Election - Director Election | Elect Director   | 10. Re-elect Andrew Ransom as Director  | Against   |
| Hitachi Construction Machinery Co., Ltd. | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.6. Elect Director Fujisawa, Takeshi   | Against   |
| Hitachi Construction Machinery Co., Ltd. | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 1.7. Elect Director Moe, Hidemi   | Against   |
| MS&AD Insurance Group Holdings, Inc.     | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Director Hara, Noriyuki  | Against   |
| Sompo Holdings, Inc.                     | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Director Okumura, Mikio  | Against   |
| Sompo Holdings, Inc.                     | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.5. Elect Director Endo, Isao  | Against   |
| Tokio Marine Holdings, Inc.              | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.1. Elect Director Nagano, Tsuyoshi  | Against   |
| Tokio Marine Holdings, Inc.              | 24-Jun-24    | Japan          | G          | Director Election - Director Election | Elect Director   | 2.2. Elect Director Komiya, Satoru  | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Dai-ichi Life Holdings, Inc. | 24-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 3.4. Elect Director and Audit Committee Member Masuda, Koichi     | Against   |
| Dai-ichi Life Holdings, Inc. | 24-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 3.5. Elect Director and Audit Committee Member Nagase, Satoshi    | Against   |
| Asahi Kasei Corp.            | 25-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Kobori, Hideki                                | Against   |
| Asahi Kasei Corp.            | 25-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Kudo, Koshiro                                 | Against   |
| HashiCorp, Inc.              | 25-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Armon Dadgar                                   | Withhold  |
| HashiCorp, Inc.              | 25-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director David McJannet                                 | Withhold  |
| HashiCorp, Inc.              | 25-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Kajima Corp.                 | 25-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Oshimi, Yoshikazu                             | Against   |
| Kajima Corp.                 | 25-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Amano, Hiromasa                               | Against   |
| MongoDB, Inc.                | 25-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Roelof Botha                                  | Withhold  |
| MongoDB, Inc.                | 25-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Dev Ittycheria                                | Withhold  |
| TOTO Ltd.                    | 25-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director and Audit Committee Member Marumori, Yasushi  | Against   |
| Toray Industries, Inc.       | 25-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Nikkaku, Akihiro                              | Against   |
| Toray Industries, Inc.       | 25-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.2. Elect Director Oya, Mitsuo                                   | Against   |
| NIO Inc.                     | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director Denny Ting Bun Lee                             | Against   |
| NIO Inc.                     | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Yu Long  | Against   |
| NIO Inc.                     | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Yonggang Wen                                   | Against   |
| NIO Inc.                     | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Director Eddy Georges Skaf                              | Against   |
| NIO Inc.                     | 25-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2b. Elect Director Nicholas Paul Collins                          | Against   |
| BlackBerry Limited           | 25-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Michael A. Daniels                            | Withhold  |
| BlackBerry Limited           | 25-Jun-24    | Canada         | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Richard Lynch                                 | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------|--------------|----------------|------------|---|--|--|-----------|
| BlackBerry Limited              | 25-Jun-24    | Canada         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 4. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Yifeng Pharmacy Chain Co., Ltd. | 25-Jun-24    | China          | G          | Director Election - Director Election - Cumulative  | Elect Director (Cumulative Voting or More Nominees Than Board Seats)                 | 3.1. Elect Gao Yi as Director  | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Persis S. Drell   | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Harvey C. Jones   | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Stephen C. Neal   | Against   |
| NVIDIA Corporation              | 26-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director Mark A. Stevens   | Against   |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Uchida, Takakazu   | Against   |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.9. Elect Director Imai, Seiji  | Against   |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 1.11. Elect Director Kihara, Masahiro  | Against   |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | E, S       | E&S Blended - Board Related                         | Require Environmental/Social Issue Qualifications for Director Nominees              | 2. Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities | For       |
| Mizuho Financial Group, Inc.    | 26-Jun-24    | Japan          | E          | Environmental - Climate                             | Report on Climate Change   | 3. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans                           | For       |
| NSD Co., Ltd.                   | 26-Jun-24    | Japan          | G          | Strategic Transactions - Mergers & Acquisitions     | Approve Merger Agreement   | 3. Approve Merger Agreement with Trigger K.K   | Against   |
| NetEase, Inc.                   | 26-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Michael Man Kit Leung as Director  | Against   |
| Nissin Foods Holdings Co., Ltd. | 26-Jun-24    | Japan          | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3. Appoint Statutory Auditor Nishikawa, Kyo  | Against   |
| Resona Holdings, Inc.           | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Minami, Masahiro   | Against   |
| Sumitomo Metal Mining Co. Ltd.  | 26-Jun-24    | Japan          | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3. Appoint Statutory Auditor Ieda, Tsuguya   | Against   |
| Takeda Pharmaceutical Co., Ltd. | 26-Jun-24    | Japan          | G          | Director Election - Director Election               | Elect Director   | 2.1. Elect Director Christophe Weber   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market     | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|------------------------------------|--------------|------------|------------|---|---|--|-----------|
| Takeda Pharmaceutical Co., Ltd.    | 26-Jun-24    | Japan      | G          | Compensation - Director/Statutory Auditor Bonus     | Approve Annual Bonus Payment for Directors and Statutory Auditors                 | 4. Approve Annual Bonus  | Against   |
| The Chiba Bank, Ltd.               | 26-Jun-24    | Japan      | G          | Director Election - Director Election               | Elect Director  | 3.1. Elect Director Yonemoto, Tsutomu  | Against   |
| Allegro.eu SA                      | 26-Jun-24    | Luxembourg | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 6. Approve Revised Remuneration Policy   | Against   |
| Jiangsu Expressway Company Limited | 26-Jun-24    | China      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights  | 12. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association | Against   |
| Marathon Digital Holdings, Inc.    | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Kevin DeNuccio   | Withhold  |
| Marathon Digital Holdings, Inc.    | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Said Ouissal   | Withhold  |
| Marathon Digital Holdings, Inc.    | 27-Jun-24    | USA        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency   | 3. Advisory Vote on Say on Pay Frequency   | One Year  |
| Marathon Digital Holdings, Inc.    | 27-Jun-24    | USA        | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan  | 4. Amend Omnibus Stock Plan  | Against   |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Charlene T. Begley   | Withhold  |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Aaron Hughes   | Withhold  |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Mark S. Peek   | Withhold  |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| SentinelOne, Inc.                  | 27-Jun-24    | USA        | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Limit the Liability of Certain Officers                                       | Against   |
| Zuora, Inc.                        | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.1. Elect Director Kenneth A. Goldman   | Withhold  |
| Zuora, Inc.                        | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.2. Elect Director Joseph Osness  | Withhold  |
| Zuora, Inc.                        | 27-Jun-24    | USA        | G          | Director Election - Director Election               | Elect Director  | 1.3. Elect Director Tien Tzuo  | Withhold  |
| Zuora, Inc.                        | 27-Jun-24    | USA        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation  | Against   |
| Dai Nippon Printing Co., Ltd.      | 27-Jun-24    | Japan      | G          | Director Election - Director Election               | Elect Director  | 2.1. Elect Director Kitajima, Yoshinari  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market  | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--------------------------------------|--------------|---------|------------|---|--|--|-----------|
| Dai Nippon Printing Co., Ltd.        | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)                      | 3. Appoint Shareholder Director Nominee Kusunoki, Ken  | For       |
| Keisei Electric Railway Co., Ltd.    | 27-Jun-24    | Japan   | G          | Director Related -<br>Statutory Auditor                   | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.1. Appoint Statutory Auditor Teshima, Tsuneaki   | Against   |
| Keisei Electric Railway Co., Ltd.    | 27-Jun-24    | Japan   | G          | Routine Business -<br>Routine Business                    | Amend Ordinary Business Items  | 4. Amend Articles to Add Provision on Capital Allocation Policy and Management of Investment Securities                | For       |
| Koito Manufacturing Co., Ltd.        | 27-Jun-24    | Japan   | G          | Director Related -<br>Statutory Auditor                   | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Yamaguchi, Hidemi   | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect Director   | 2.5. Elect Director Nomoto, Hirofumi   | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect Director   | 2.7. Elect Director Shimizu, Hiroshi   | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect Director   | 2.12. Elect Director Mike, Kanetsugu   | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect Director   | 2.13. Elect Director Kamezawa, Hironori  | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | E, S       | E&S Blended - Board Related                               | Require Environmental/Social Issue Qualifications for Director Nominees              | 3. Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities | For       |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-24    | Japan   | E          | Environmental - Climate                                   | Report on Climate Change   | 4. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans                           | For       |
| Nagarro SE                           | 27-Jun-24    | Germany | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Approve Remuneration Policy  | 6. Approve Remuneration Policy   | Against   |
| Obayashi Corp.                       | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect Director   | 2.1. Elect Director Obayashi, Takeo  | Against   |
| Obayashi Corp.                       | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect Director   | 2.2. Elect Director Hasuwa, Kenji  | Against   |
| Odakyu Electric Railway Co., Ltd.    | 27-Jun-24    | Japan   | G          | Director Election -<br>Director Election                  | Elect Director   | 4.2. Elect Director and Audit Committee Member Hayashi, Takeshi  | Against   |
| Oriental Land Co., Ltd.              | 27-Jun-24    | Japan   | G          | Director Related -<br>Statutory Auditor                   | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Saigusa, Norio  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                          | Meeting Date | Market | ESG Pillar | Proposal Category                              | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------------------|--------------|--------|------------|--|--|--|-----------|
| Oriental Land Co., Ltd.               | 27-Jun-24    | Japan  | G          | Director Related - Statutory Auditor           | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.4. Appoint Statutory Auditor Mashimo, Yukihito   | Against   |
| Oriental Land Co., Ltd.               | 27-Jun-24    | Japan  | G          | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement                                   | 6. Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation                                     | Against   |
| SBI Holdings, Inc.                    | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.1. Elect Director Kitao, Yoshitaka   | Against   |
| SBI Holdings, Inc.                    | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.2. Elect Director Takamura, Masato   | Against   |
| Shimizu Corp.                         | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 2.1. Elect Director Miyamoto, Yoichi   | Against   |
| Shimizu Corp.                         | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 2.2. Elect Director Inoue, Kazuyuki  | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 3.1. Elect Director Kunibe, Takeshi  | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-24    | Japan  | E, S       | E&S Blended - Board Related                    | Require Environmental/Social Issue Qualifications for Director Nominees              | 4. Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities       | For       |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-24    | Japan  | E          | Environmental - Climate                        | Report on Climate Change   | 5. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans                                 | For       |
| Suzuki Motor Corp.                    | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 2.1. Elect Director Suzuki, Toshihiro  | Against   |
| TOPPAN Holdings, Inc.                 | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.1. Elect Director Kaneko, Shingo   | Against   |
| TOPPAN Holdings, Inc.                 | 27-Jun-24    | Japan  | G          | Director Election - Director Election          | Elect Director   | 1.2. Elect Director Maro, Hideharu   | Against   |
| Tokyu Corp.                           | 27-Jun-24    | Japan  | G          | Director Related - Statutory Auditor           | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.3. Appoint Statutory Auditor Watanabe, Hajime  | Against   |
| Tokyu Corp.                           | 27-Jun-24    | Japan  | G          | Director Related - Statutory Auditor           | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3.4. Appoint Statutory Auditor Inagaki, Seiji  | Against   |
| Zhuzhou CRRC Times Electric Co., Ltd. | 27-Jun-24    | China  | G          | Capitalization - Capital Issuance              | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights     | 21. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares | Against   |
| Zhuzhou CRRC Times Electric Co., Ltd. | 27-Jun-24    | China  | G          | Director Related - Board Related               | Amend Articles of Association Regarding Party Committee                              | 23. Amend Articles of Association  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|---------------------------|--------------|----------------|------------|---|--|--|-----------|
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Stephen Daintith as Director                               | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect David Hutchison as Director                                | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Lesley Knox as Director                                    | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Coline McConville as Director                             | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Peter McKellar as Director                                | Against   |
| 3i Group PLC              | 27-Jun-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Alexandra Schaapveld as Director                          | Against   |
| BIM Birlesik Magazalar AS | 27-Jun-24    | Turkey         | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled) and Approve Their Remuneration       | 8. Elect Directors and Approve Their Remuneration                      | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Laura Alber   | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Arnold Donald                                       | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director John V. Roos  | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Robin Washington                                    | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Salesforce, Inc.          | 27-Jun-24    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chairman                             | 6. Require Independent Board Chair                                     | For       |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Michael S. Dell                                    | Withhold  |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director David W. Dorman                                    | Withhold  |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Ellen J. Kullman                                   | Withhold  |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Dell Technologies Inc.    | 27-Jun-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO  | 5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | For       |
| Braze, Inc.               | 27-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Tara Walpert Levy                                   | Withhold  |
| Braze, Inc.               | 27-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|---|--------------|----------------|------------|---|--|---|-----------|
| Luzhou Laojiao Co., Ltd.                        | 27-Jun-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 7. Amend Articles of Association  | Against   |
| E2open Parent Holdings, Inc.                    | 28-Jun-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Chinh E. Chu  | Withhold  |
| E2open Parent Holdings, Inc.                    | 28-Jun-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Wuliangye Yibin Co., Ltd.                       | 28-Jun-24    | China          | G          | Non-Routine Business - Related-Party Transactions   | Approve Transaction with a Related Party   | 7. Approve Financial Services Agreement   | Against   |
| Wuliangye Yibin Co., Ltd.                       | 28-Jun-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 9. Amend Articles of Association  | Against   |
| Wuliangye Yibin Co., Ltd.                       | 28-Jun-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                                  | 12. Amend Working System for Independent Directors                                  | Against   |
| Zhejiang Expressway Co., Ltd.                   | 28-Jun-24    | China          | G          | Director Election - Director Election               | Elect Director   | 4. Elect Yang Xudong as Director  | Against   |
| Zhejiang Expressway Co., Ltd.                   | 28-Jun-24    | China          | G          | Director Election - Director Election               | Elect Director   | 5. Elect Fan Ye as Director   | Against   |
| Zhejiang Expressway Co., Ltd.                   | 28-Jun-24    | China          | G          | Director Election - Director Election               | Elect Director   | 6. Elect Huang Jianzhang as Director  | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA     | 28-Jun-24    | Poland         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 10. Approve Remuneration Report   | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA     | 28-Jun-24    | Poland         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy  | 18. Amend Remuneration Policy   | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA     | 28-Jun-24    | Poland         | G          | Director Election - Director Election               | Elect Supervisory Board Member   | 19. Elect Supervisory Board Member  | Against   |
| Powszechna Kasa Oszczednosci Bank Polski SA     | 28-Jun-24    | Poland         | G          | Miscellaneous - Board Related                       | Company Specific--Board-Related  | 20. Approve Collective Suitability of Supervisory Board Members                     | Against   |
| Tencent Music Entertainment Group               | 28-Jun-24    | Cayman Islands | G          | Director Election - Director Election               | Elect Director   | 2. Elect Director Min Hu  | Against   |
| XPeng, Inc.                                     | 28-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| XPeng, Inc.                                     | 28-Jun-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 8. Authorize Reissuance of Repurchased Shares                                       | Against   |
| China International Capital Corporation Limited | 28-Jun-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 1. Amend Articles of Association  | Against   |
| China International Capital Corporation Limited | 28-Jun-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 3. Amend Rules of Procedures of the Meeting of Board of Directors                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market         | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|----------------|------------|---|--|--|-----------|
| Gree Electric Appliances, Inc. of Zhuhai | 28-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Loan Agreement   | 11. Approve Bill Pool Business   | Against   |
| ZTE Corporation                          | 28-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Approve/Amend Loan Guarantee to Subsidiary                                       | 8.00. Approve Provision of Guarantee Limits for Subsidiaries             | Against   |
| ZTE Corporation                          | 28-Jun-24    | China          | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Investment in Financial Products   | 9.00. Approve Application of Internal Funds in Entrusted Fund Management | Against   |
| ZTE Corporation                          | 28-Jun-24    | China          | G          | Capitalization - Capital Issuance                               | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 11.00. Approve Application for General Mandate of the Issuance of Shares | Against   |
| Snowflake Inc.                           | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Benoit Dageville                                      | Withhold  |
| Snowflake Inc.                           | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1b. Elect Director Mark S. Garrett                                       | Withhold  |
| Snowflake Inc.                           | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Jayshree V. Ullal                                     | Withhold  |
| Snowflake Inc.                           | 02-Jul-24    | USA            | G          | Director Related - Board Related                                | Declassify the Board of Directors  | 4. Declassify the Board of Directors                                     | For       |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 4. Re-elect Archie Norman as Director                                    | Against   |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 6. Re-elect Evelyn Bourke as Director                                    | Against   |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 7. Re-elect Fiona Dawson as Director                                     | Against   |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 8. Re-elect Ronan Dunne as Director                                      | Against   |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 9. Re-elect Tamara Ingram as Director                                    | Against   |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 10. Re-elect Justin King as Director                                     | Against   |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 11. Re-elect Cheryl Potter as Director                                   | Against   |
| Marks & Spencer Group Plc                | 02-Jul-24    | United Kingdom | G          | Director Election - Director Election                           | Elect Director   | 12. Re-elect Sapna Sood as Director                                      | Against   |
| Box, Inc.                                | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1a. Elect Director Dana Evan   | Against   |
| Box, Inc.                                | 02-Jul-24    | USA            | G          | Director Election - Director Election                           | Elect Director   | 1c. Elect Director Amit Walia  | Against   |



## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--------------------------------|--------------|----------------|------------|---|--|---|-----------|
| Box, Inc.                      | 02-Jul-24    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                       | Against   |
| Airtel Africa Plc              | 03-Jul-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report                                    | Against   |
| Airtel Africa Plc              | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Sunil Bharti Mittal as Director                       | Against   |
| Airtel Africa Plc              | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Andrew Green as Director                              | Against   |
| Airtel Africa Plc              | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Tsega Gebreyes as Director                           | Against   |
| Airtel Africa Plc              | 03-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Ravi Rajagopal as Director                           | Against   |
| JD Sports Fashion Plc          | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Kath Smith as Director                                | Against   |
| JD Sports Fashion Plc          | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Bert Hoyt as Director                                 | Against   |
| JD Sports Fashion Plc          | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Helen Ashton as Director                              | Against   |
| JD Sports Fashion Plc          | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Suzi Williams as Director                            | Against   |
| JD Sports Fashion Plc          | 04-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Andrew Higginson as Director                         | Against   |
| Samsara Inc.                   | 10-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Sue Wagner                                    | Withhold  |
| Samsara Inc.                   | 10-Jul-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Verint Systems Inc.            | 10-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Linda Crawford                                | Withhold  |
| Verint Systems Inc.            | 10-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director William Kurtz                                 | Withhold  |
| Verint Systems Inc.            | 10-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Kristen Robinson                              | Withhold  |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect William Rucker as Director                            | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 10. Re-elect Virginia Holmes as Director                          | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Matthew Lester as Director                           | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 13. Re-elect Andrew Sykes as Director                             | Against   |
| Intermediate Capital Group Plc | 16-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 14. Re-elect Stephen Welton as Director                           | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                            | Proposal Description                                     | Proposal Text                                      | Vote Cast |
|----------------------------|--------------|----------------|------------|--|--|--|-----------|
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 4. Re-elect Gerry Murphy as Director               | Against   |
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 6. Re-elect Orna NiChionna as Director             | Against   |
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 7. Re-elect Fabiola Arredondo as Director          | Against   |
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 8. Re-elect Sam Fischer as Director                | Against   |
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 9. Re-elect Ron Frasch as Director                 | Against   |
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 10. Re-elect Danuta Gray as Director               | Against   |
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 11. Re-elect Antoine de Saint-Affrique as Director | Against   |
| Burberry Group Plc         | 16-Jul-24    | United Kingdom | G          | Director Election -<br>Director Election     | Elect Director   | 12. Re-elect Alan Stewart as Director              | Against   |
| Autodesk, Inc.             | 16-Jul-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1e. Elect Director Blake Irving                    | Against   |
| Autodesk, Inc.             | 16-Jul-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1h. Elect Director Lorrie M. Norrington            | Against   |
| Autodesk, Inc.             | 16-Jul-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1k. Elect Director Stacy J. Smith                  | Against   |
| Autodesk, Inc.             | 16-Jul-24    | USA            | G          | Corporate Governance -<br>Shareholder Rights | Amend Articles/Bylaws/Charter<br>- Call Special Meetings | 5. Provide Right to Call a Special Meeting         | For       |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 4. Re-elect Alison Brittain as Director            | Against   |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 6. Re-elect Kathleen DeRose as Director            | Against   |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 7. Re-elect Caroline Donahue as Director           | Against   |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 8. Re-elect Luiz Fleury as Director                | Against   |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 9. Re-elect Jonathan Howell as Director            | Against   |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 10. Re-elect Esther Lee as Director                | Against   |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 11. Re-elect Louise Pentland as Director           | Against   |
| Experian Plc               | 17-Jul-24    | Jersey         | G          | Director Election -<br>Director Election     | Elect Director   | 13. Re-elect Mike Rogers as Director               | Against   |
| Constellation Brands, Inc. | 17-Jul-24    | USA            | G          | Director Election -<br>Director Election     | Elect Director   | 1c. Elect Director Jennifer M. Daniels             | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description  | Proposal Text  | Vote Cast |
|---------------------------------|--------------|--------|------------|---|---|--|-----------|
| Constellation Brands, Inc.      | 17-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Nicholas I. Fink  | Against   |
| Constellation Brands, Inc.      | 17-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1f. Elect Director Ernesto M. Hernandez  | Against   |
| Constellation Brands, Inc.      | 17-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 11. Elect Director Judy A. Schmeling   | Against   |
| Constellation Brands, Inc.      | 17-Jul-24    | USA    | E          | Environmental - Other                               | Community -Environment Impact   | 4. Report on Supply Chain Water Risk Exposure  | For       |
| Constellation Brands, Inc.      | 17-Jul-24    | USA    | E          | Environmental - Climate                             | GHG Emissions   | 5. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goals   | For       |
| Constellation Brands, Inc.      | 17-Jul-24    | USA    | E          | Environmental - Pollution                           | Recycling   | 6. Report on Support for a Circular Economy for Packaging  | For       |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Non-Routine Business - Related-Party Transactions   | Approve Special Auditors' Report Regarding Related-Party Transactions   | 5. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions                           | Against   |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Director Election - Director Election               | Elect Director  | 8. Reelect Caroline Bois Heriard Dubreuil as Director  | Against   |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Director Election - Director Election               | Elect Director  | 9. Reelect Elie Heriard Dubreuil as Director   | Against   |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy   | 15. Approve Remuneration Policy of CEO   | Against   |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Capitalization - Capital Structure - Placement      | Approve Issuance of Shares for a Private Placement  | 23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 15 Million    | Against   |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Capitalization - Capital Issuance                   | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above          | 24. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above    | Against   |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Capitalization - Capital Structure Related          | Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights | 25. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against   |
| Remy Cointreau SA               | 18-Jul-24    | France | G          | Capitalization - Capital Structure Related          | Authorize Capital Increase for Future Share Exchange Offers   | 26. Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers  | Against   |
| Advanced Drainage Systems, Inc. | 18-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1d. Elect Director Robert M. Eversole  | Against   |
| Advanced Drainage Systems, Inc. | 18-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1e. Elect Director Alexander R. Fischer  | Against   |
| Advanced Drainage Systems, Inc. | 18-Jul-24    | USA    | G          | Director Election - Director Election               | Elect Director  | 1f. Elect Director Tanya D. Fratto   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---|--|---|-----------|
| Advanced Drainage Systems, Inc.          | 18-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Anil Seetharam   | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Director Related - Board Related                    | Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)                          | 6.1. Recall Supervisory Board Member  | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Director Election - Director Election               | Elect Supervisory Board Member   | 6.2. Elect Supervisory Board Member   | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Miscellaneous - Board Related                       | Company Specific-Board-Related   | 7. Approve Assessment of Supervisory Board Suitability                              | Against   |
| Powszechny Zaklad Ubezpieczen SA         | 18-Jul-24    | Poland         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 8. Approve Remuneration Report  | Against   |
| Yintai Gold Co., Ltd.                    | 18-Jul-24    | China          | G          | Director Related - Board Related                    | Amend Articles of Association Regarding Party Committee                          | 2. Amend Articles of Association  | Against   |
| Yintai Gold Co., Ltd.                    | 18-Jul-24    | China          | G          | Director Related - Board Related                    | Approve/Amend Regulations on Board of Directors                                  | 4. Amend Rules and Procedures Regarding Meetings of Board of Directors              | Against   |
| Topsports International Holdings Limited | 19-Jul-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Topsports International Holdings Limited | 19-Jul-24    | Cayman Islands | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 8. Authorize Reissuance of Repurchased Shares                                       | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Sir David Higgins as Director   | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Alison Goligher as Director   | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Liam Butterworth as Director  | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect Kath Cates as Director  | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect Michael Lewis as Director  | Against   |
| United Utilities Group Plc               | 19-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 12. Re-elect Doug Webb as Director  | Against   |
| Columbus McKinnon Corporation            | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Kathryn V. Roedel   | Against   |
| Columbus McKinnon Corporation            | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Aziz S. Aghili  | Against   |
| Columbus McKinnon Corporation            | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jeanne Beliveau-Dunn  | Against   |
| Columbus McKinnon Corporation            | 22-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Rebecca Yeung   | Against   |
| B&M European Value Retail SA             | 23-Jul-24    | Luxembourg     | G          | Director Election - Director Election               | Elect Director   | 13. Reelect Tiffany Hall as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------------|--------------|----------------|------------|---|--|---|-----------|
| B&M European Value Retail SA | 23-Jul-24    | Luxembourg     | G          | Director Election - Director Election               | Elect Director   | 14. Reelect Paula MacKenzie as Director                           | Against   |
| B&M European Value Retail SA | 23-Jul-24    | Luxembourg     | G          | Director Election - Director Election               | Elect Director   | 15. Reelect Oliver Tant as Director                               | Against   |
| Jazz Pharmaceuticals plc     | 25-Jul-24    | Ireland        | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Mark D. Smith                                  | Against   |
| Macquarie Group Limited      | 25-Jul-24    | Australia      | G          | Director Election - Director Election               | Elect Director   | 2a. Elect Rebecca J McGrath as Director                           | Against   |
| Macquarie Group Limited      | 25-Jul-24    | Australia      | G          | Director Election - Director Election               | Elect Director   | 2b. Elect Mike Roche as Director                                  | Against   |
| Macquarie Group Limited      | 25-Jul-24    | Australia      | G          | Director Election - Director Election               | Elect Director   | 2c. Elect Glenn R Stevens as Director                             | Against   |
| Kyndryl Holdings, Inc.       | 25-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Stephen A.M. Hester                            | Against   |
| Kyndryl Holdings, Inc.       | 25-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1c. Elect Director Shirley Ann Jackson                            | Against   |
| Mainfreight Limited          | 25-Jul-24    | New Zealand    | G          | Compensation - Director/Statutory Auditor Bonus     | Approve Retirement Bonuses for Directors                       | 4. Approve Retirement Payment to Richard Prebble                  | Against   |
| Cirrus Logic, Inc.           | 26-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Raghbir Hussain                               | Withhold  |
| Cirrus Logic, Inc.           | 26-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Catherine P. Lego                             | Withhold  |
| Cirrus Logic, Inc.           | 26-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director David J. Tupman                               | Withhold  |
| Cirrus Logic, Inc.           | 26-Jul-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Vodafone Group Plc           | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 2. Re-elect Jean-Francois van Boxmeer as Director                 | Against   |
| Vodafone Group Plc           | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Stephen Carter as Director                            | Against   |
| Vodafone Group Plc           | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 6. Re-elect Michel Demare as Director                             | Against   |
| Vodafone Group Plc           | 30-Jul-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 11. Re-elect David Nish as Director                               | Against   |
| DXC Technology Company       | 30-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director David A. Barnes                                | Against   |
| DXC Technology Company       | 30-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director David L. Herzog                                | Against   |
| DXC Technology Company       | 30-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Pinkie D. Mayfield                             | Against   |
| DXC Technology Company       | 30-Jul-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director Karl Racine                                    | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market  | ESG Pillar | Proposal Category                     | Proposal Description                 | Proposal Text   | Vote Cast |
|--------------------------------|--------------|---------|------------|---------------------------------------|--------------------------------------|---|-----------|
| Linde Plc                      | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1e. Elect Director Hugh Grant   | Against   |
| Linde Plc                      | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1f. Elect Director Joe Kaeser   | Against   |
| Linde Plc                      | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1g. Elect Director Victoria E. Ossadnik   | Against   |
| Linde Plc                      | 30-Jul-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1j. Elect Director Robert L. Wood   | Against   |
| McKesson Corporation           | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1c. Elect Director W. Roy Dunbar  | Against   |
| McKesson Corporation           | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1f. Elect Director Donald R. Knauss   | Against   |
| McKesson Corporation           | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1h. Elect Director Maria N. Martinez  | Against   |
| McKesson Corporation           | 31-Jul-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1k. Elect Director Kathleen Wilson-Thompson   | Against   |
| McKesson Corporation           | 31-Jul-24    | USA     | G          | Director Related - Board Related      | Require Independent Board Chairman   | 5. Require Independent Board Chair  | For       |
| McKesson Corporation           | 31-Jul-24    | USA     | S          | Social - Health & Safety              | Prepare Report on Health Care Reform | 6. Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation | For       |
| Eagle Materials Inc.           | 01-Aug-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1a. Elect Director Rick Beckwitt  | Against   |
| Eagle Materials Inc.           | 01-Aug-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1b. Elect Director Mauro Gregorio   | Against   |
| STERIS plc                     | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1a. Elect Director Esther M. Alegria  | Against   |
| STERIS plc                     | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1b. Elect Director Richard C. Breeden   | Against   |
| STERIS plc                     | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1d. Elect Director Cynthia L. Feldmann  | Against   |
| STERIS plc                     | 01-Aug-24    | Ireland | G          | Director Election - Director Election | Elect Director                       | 1i. Elect Director Mohsen M. Sohi   | Against   |
| Lightspeed Commerce Inc.       | 01-Aug-24    | Canada  | G          | Director Election - Director Election | Elect Director                       | 1.3. Elect Director Dale Murray   | Against   |
| Lightspeed Commerce Inc.       | 01-Aug-24    | Canada  | G          | Director Election - Director Election | Elect Director                       | 1.5. Elect Director Nathalie Gaveau   | Against   |
| Electronic Arts Inc.           | 01-Aug-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1b. Elect Director Rachel A. Gonzalez   | Against   |
| Electronic Arts Inc.           | 01-Aug-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1f. Elect Director Luis A. Ubinas   | Against   |
| Spectrum Brands Holdings, Inc. | 06-Aug-24    | USA     | G          | Director Election - Director Election | Elect Director                       | 1a. Elect Director Sherianne James  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                           | Vote Cast |
|--------------------------------|--------------|--------|------------|---------------------------------------|----------------------|---|-----------|
| Spectrum Brands Holdings, Inc. | 06-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1d. Elect Director Hugh R. Rovit        | Against   |
| Spectrum Brands Holdings, Inc. | 06-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1g. Elect Director Terry L. Polistina   | Against   |
| Allegro MicroSystems, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.2. Elect Director Joseph R. Martin    | Withhold  |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.2. Elect Director Martha H. Bejar     | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.4. Elect Director Vivie "YY" Lee      | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.7. Elect Director Allison Pickens     | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1.8. Elect Director Shane Sanders       | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors      | 3. Ratify Ernst & Young LLP as Auditors | Against   |
| Commvault Systems, Inc.        | 08-Aug-24    | USA    | G          | Routine Business - Routine Business   | Other Business       | 4. Other Business                       | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director Sharon Allen         | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Allen Gibson         | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1i. Elect Director Alan Schumacher      | Against   |
| Albertsons Companies, Inc.     | 08-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1k. Elect Director Mary Elizabeth West  | Against   |
| ATS Corporation                | 09-Aug-24    | Canada | G          | Director Election - Director Election | Elect Director       | 1.1. Elect Director Dave W. Cummings    | Withhold  |
| ATS Corporation                | 09-Aug-24    | Canada | G          | Director Election - Director Election | Elect Director       | 1.6. Elect Director David L. McAusland  | Withhold  |
| ATS Corporation                | 09-Aug-24    | Canada | G          | Director Election - Director Election | Elect Director       | 1.7. Elect Director Sharon C. Pel       | Withhold  |
| Qorvo, Inc.                    | 13-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1b. Elect Director Judy Bruner          | Against   |
| Qorvo, Inc.                    | 13-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1e. Elect Director Roderick D. Nelson   | Against   |
| Qorvo, Inc.                    | 13-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1f. Elect Director Walden C. Rhines     | Against   |
| Qorvo, Inc.                    | 13-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1g. Elect Director Susan L. Spradley    | Against   |
| LiveRamp Holdings, Inc.        | 13-Aug-24    | USA    | G          | Director Election - Director Election | Elect Director       | 1a. Elect Director John L. Battelle     | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market         | ESG Pillar | Proposal Category                                     | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---|--|---|-----------|
| LiveRamp Holdings, Inc.                  | 13-Aug-24    | USA            | G          | Compensation - Equity Compensation Plan               | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan   | Against   |
| The J. M. Smucker Company                | 14-Aug-24    | USA            | G          | Audit Related - Auditor Related                       | Ratify Auditors  | 2. Ratify Ernst & Young LLP as Auditors   | Against   |
| Gree Electric Appliances, Inc. of Zhuhai | 19-Aug-24    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 2. Approve the Phase 3 Employee Share Purchase Plan (Draft)   | Against   |
| Gree Electric Appliances, Inc. of Zhuhai | 19-Aug-24    | China          | G          | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan                 | 3. Approve Authorization of the Board to Handle All Matters Related to Phase 3 Employee Share Purchase Plan | Against   |
| Microchip Technology Incorporated        | 20-Aug-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1e. Elect Director Robert A. Rango  | Against   |
| Microchip Technology Incorporated        | 20-Aug-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1f. Elect Director Karen M. Rapp  | Against   |
| Microchip Technology Incorporated        | 20-Aug-24    | USA            | S          | Social - Human Rights                                 | Operations in High Risk Countries                              | 5. Report on Due Diligence Efforts to Trace End-User Misuse of Company Products                             | For       |
| Prosus NV                                | 21-Aug-24    | Netherlands    | G          | Compensation - Remuneration Policy & Implementation   | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report  | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands    | G          | Director Related - Discharge                          | Approve Discharge of Board and President (Bundled)             | 7. Approve Discharge of Non-Executive Directors   | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands    | G          | Compensation - Remuneration Policy & Implementation   | Approve Remuneration Policy                                    | 8. Approve Remuneration Policy  | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands    | G          | Director Election - Director Election                 | Elect Director   | 11.1. Reelect Hendrik du Toit as Director   | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands    | G          | Director Election - Director Election                 | Elect Director   | 11.2. Reelect Craig Enenstein as Director   | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands    | G          | Director Election - Director Election                 | Elect Director   | 11.5. Reelect Roberto Oliveira de Lima as Director  | Against   |
| Prosus NV                                | 21-Aug-24    | Netherlands    | G          | Capitalization - Capital Structure - Repurchase       | Authorize Share Repurchase Program                             | 14. Authorize Repurchase of Shares  | Against   |
| Alibaba Group Holding Limited            | 22-Aug-24    | Cayman Islands | G          | Director Election - Director Election                 | Elect Director   | 5.4. Elect Director Irene Yun-Lien Lee  | Against   |
| Xero Limited                             | 22-Aug-24    | New Zealand    | G          | Director Election - Director Election                 | Elect Director   | 2. Elect Steven Aldrich as Director   | Against   |
| Xero Limited                             | 22-Aug-24    | New Zealand    | G          | Director Election - Director Election                 | Elect Director   | 3. Elect Dale Murray as Director  | Against   |
| Oracle Corp Japan                        | 23-Aug-24    | Japan          | G          | Director Election - Director Election                 | Elect Director   | 1.7. Elect Director John L. Hall  | Against   |
| Dynatrace, Inc.                          | 23-Aug-24    | USA            | G          | Director Election - Director Election                 | Elect Director   | 1a. Elect Director Jill Ward  | Withhold  |



## Analysis of Votes Against Management (Continued)

| Company Name                                   | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|--|--------------|----------------|------------|---|--|---|-----------|
| Dynatrace, Inc.                                | 23-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Kirsten O. Wolberg   | Withhold  |
| Dynatrace, Inc.                                | 23-Aug-24    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors  | 2. Ratify Ernst & Young LLP as Auditors   | Against   |
| Fisher & Paykel Healthcare Corporation Limited | 28-Aug-24    | New Zealand    | G          | Director Election - Director Election               | Elect Director   | 2. Elect Graham McLean as Director  | Against   |
| Mesa Laboratories, Inc.                        | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Jennifer S. Alltoft   | Withhold  |
| Mesa Laboratories, Inc.                        | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Shannon M. Hall   | Withhold  |
| Mesa Laboratories, Inc.                        | 30-Aug-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 5. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Authorize Reissuance of Repurchased Shares                                       | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan  | 8a. Adopt 2024 Share Award Scheme   | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant   | 8b. Adopt Scheme Mandate Limit  | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant   | 8c. Service Provider Sublimit   | Against   |
| Alibaba Health Information Technology Limited  | 30-Aug-24    | Bermuda        | G          | Miscellaneous - Compensation                        | Company-Specific Compensation-Related  | 9. Approve Termination of 2014 Share Award Scheme                                   | Against   |
| 3D Systems Corporation                         | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Malissia R. Clinton   | Against   |
| 3D Systems Corporation                         | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.2. Elect Director Claudia N. Drayton  | Against   |
| 3D Systems Corporation                         | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Thomas W. Erickson  | Against   |
| 3D Systems Corporation                         | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Jim D. Keever   | Against   |
| 3D Systems Corporation                         | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Kevin S. Moore  | Against   |
| 3D Systems Corporation                         | 30-Aug-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1.8. Elect Director Vasant Padmanabhan  | Against   |
| 3D Systems Corporation                         | 30-Aug-24    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan   | 3. Amend Omnibus Stock Plan   | Against   |
| DS Smith Plc                                   | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Geoff Drabble as Director   | Against   |
| DS Smith Plc                                   | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 5. Re-elect Miles Roberts as Director   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                          | Proposal Text  | Vote Cast |
|-----------------------------------|--------------|----------------|------------|---|---|--|-----------|
| DS Smith Plc                      | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 8. Re-elect Celia Baxter as Director   | Against   |
| DS Smith Plc                      | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 9. Re-elect Alan Johnson as Director   | Against   |
| DS Smith Plc                      | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 10. Re-elect Alina Kessel as Director  | Against   |
| DS Smith Plc                      | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 11. Re-elect Eric Olsen as Director  | Against   |
| DS Smith Plc                      | 03-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 12. Re-elect David Robbie as Director  | Against   |
| DiaSorin SpA                      | 04-Sep-24    | Italy          | G          | Routine Business - Routine Business                 | Approve/Amend Regulations on General Meetings | 1.1. Amend Company Bylaws Re: Articles 8 and 9   | Against   |
| Prologis Property Mexico SA de CV | 04-Sep-24    | Mexico         | G          | Miscellaneous - Capital Structure Related           | Company Specific - Equity Related             | 2. Approve Multi-value Program for Issuance of Real Estate Trust Certificates (CBFIs) and Long-Term Trust Certificates (Cebures) to be Issued by Trustee as Recurring Issuer; Approve Issuance of Additional CBFIs and/or Cebures to be Used in Offers | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                   | 3. Approve Remuneration Policy   | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 5. Re-elect Paul Walker as Director  | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 8. Re-elect Angus Cockburn as Director   | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 9. Re-elect Lucinda Riches as Director   | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 10. Re-elect Tanya Fratton as Director   | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 11. Re-elect Jill Easterbrook as Director  | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                | 12. Re-elect Renata Ribeiro as Director  | Against   |
| Ashtead Group Plc                 | 04-Sep-24    | United Kingdom | G          | Compensation - Equity Compensation Plan             | Amend Restricted Stock Plan                   | 16. Amend Long-Term Incentive Plan   | Against   |
| RBC Bearings Incorporated         | 05-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director                                | 1c. Elect Director Steven H. Kaplan  | Against   |
| Elekta AB                         | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director                                | 13.1. Reelect Laurent Leksell as Director  | Against   |
| Elekta AB                         | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director                                | 13.3. Reelect Caroline Leksell as Director   | Against   |
| Elekta AB                         | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director                                | 13.4. Reelect Wolfgang Reim as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|-----------------------------|--------------|----------------|------------|---|--|---|-----------|
| Elekta AB                   | 05-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 13.5. Reelect Jan Secher as Director  | Against   |
| Elekta AB                   | 05-Sep-24    | Sweden         | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                             | 13.10. Reelect Laurent Leksell as Board Chair   | Against   |
| BANK POLSKA KASA OPIEKI SA  | 06-Sep-24    | Poland         | G          | Miscellaneous - Board Related                       | Company Specific-Board-Related                                 | 6. Approve Collective Suitability of Supervisory Board Members  | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 3. Re-elect Michael Dobson as Director  | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 4. Re-elect Rachel Downey as Director   | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 7. Re-elect Andy Kemp as Director   | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 8. Re-elect Natasha Adams as Director   | Against   |
| Berkeley Group Holdings Plc | 06-Sep-24    | United Kingdom | G          | Director Election - Director Election               | Elect Director   | 9. Re-elect William Jackson as Director   | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1d. Elect Director Nelson C. Chan   | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1e. Elect Director Cynthia (Cindy) L. Davis   | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1j. Elect Director Lauri M. Shanahan  | Against   |
| Deckers Outdoor Corporation | 09-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1k. Elect Director Bonita C. Stewart  | Against   |
| NIKE, Inc.                  | 10-Sep-24    | USA            | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director John Rogers, Jr.   | Withhold  |
| NIKE, Inc.                  | 10-Sep-24    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation   | Against   |
| NIKE, Inc.                  | 10-Sep-24    | USA            | S          | Social - Diversity, Equity, & Inclusion             | Gender Pay Gap   | 4. Report on Median Gender/Racial Pay Gaps  | For       |
| NIKE, Inc.                  | 10-Sep-24    | USA            | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 5. Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments                                      | For       |
| NIKE, Inc.                  | 10-Sep-24    | USA            | S          | Social - Human Rights                               | Operations in High Risk Countries                              | 6. Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries | For       |
| NIKE, Inc.                  | 10-Sep-24    | USA            | E          | Environmental - Other                               | Community -Environment Impact                                  | 7. Report on Environmental Targets  | For       |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 13.a. Reelect Anders Persson as Director  | Against   |
| Sectra AB                   | 10-Sep-24    | Sweden         | G          | Director Election - Director Election               | Elect Director   | 13.b. Reelect Torbjorn Kronander as Director  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text   | Vote Cast |
|------------------------|--------------|--------|------------|---|--|---|-----------|
| Sectra AB              | 10-Sep-24    | Sweden | G          | Director Election - Director Election               | Elect Director   | 13.e. Reelect Jan-Olof Bruer as Director  | Against   |
| Sectra AB              | 10-Sep-24    | Sweden | G          | Director Related - Board Related                    | Elect Board Chairman/Vice-Chairman                             | 14. Reelect Jan-Olof Bruer as Board Chair   | Against   |
| Sectra AB              | 10-Sep-24    | Sweden | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Remuneration Report   | Against   |
| Sectra AB              | 10-Sep-24    | Sweden | G          | Compensation - Equity Compensation Plan             | Approve Restricted Stock Plan                                  | 18. Approve Performance Share Plan for Key Employees; Approve Equity Plan Financing | Against   |
| NetApp, Inc.           | 11-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1a. Elect Director T. Michael Nevens  | Against   |
| NetApp, Inc.           | 11-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Carrie Palin   | Against   |
| NetApp, Inc.           | 11-Sep-24    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan   | Against   |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Jerry Jones   | Withhold  |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Michael A. Kaufman  | Withhold  |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.5. Elect Director Melvin L. Keating   | Withhold  |
| Agilysys, Inc.         | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director John Mutch  | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Renee Bergeron  | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Ira A. Hunt, III  | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.6. Elect Director Maureen F. Morrison   | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Ben Xiang   | Withhold  |
| ePlus inc.             | 12-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| NetScout Systems, Inc. | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director Alfred Grasso   | Withhold  |
| NetScout Systems, Inc. | 12-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Vivian Vitale   | Withhold  |
| NetScout Systems, Inc. | 12-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Open Text Corporation  | 12-Sep-24    | Canada | G          | Director Election - Director Election               | Elect Director   | 1.3. Elect Director Randy Fowlie  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                           | Meeting Date | Market | ESG Pillar | Proposal Category   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|--|--|-----------|
| Open Text Corporation                  | 12-Sep-24    | Canada | G          | Director Election -<br>Director Election                                  | Elect Director   | 1.4. Elect Director David Fraser                                     | Against   |
| Open Text Corporation                  | 12-Sep-24    | Canada | G          | Director Election -<br>Director Election                                  | Elect Director   | 1.7. Elect Director Ann M. Powell                                    | Against   |
| Open Text Corporation                  | 12-Sep-24    | Canada | G          | Director Election -<br>Director Election                                  | Elect Director   | 1.11. Elect Director Deborah Weinstein                               | Against   |
| Open Text Corporation                  | 12-Sep-24    | Canada | G          | Compensation -<br>Remuneration Policy &<br>Implementation                 | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 4. Advisory Vote on Executive<br>Compensation Approach               | Against   |
| Nexi SpA                               | 12-Sep-24    | Italy  | G          | Routine Business -<br>Routine Business                                    | Approve/Amend Regulations on<br>General Meetings                     | 1. Amend Company Bylaws Re: Article 10                               | Against   |
| Take-Two Interactive<br>Software, Inc. | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1b. Elect Director Michael Dornemann                                 | Against   |
| Take-Two Interactive<br>Software, Inc. | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1c. Elect Director J Moses   | Against   |
| Take-Two Interactive<br>Software, Inc. | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1d. Elect Director Michael Sheresky                                  | Against   |
| Take-Two Interactive<br>Software, Inc. | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1j. Elect Director Ellen Siminoff                                    | Against   |
| Conagra Brands, Inc.                   | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1a. Elect Director Anil Arora  | Against   |
| Conagra Brands, Inc.                   | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1b. Elect Director Thomas "Tony" K.<br>Brown                         | Against   |
| Conagra Brands, Inc.                   | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1h. Elect Director Richard H. Lenny                                  | Against   |
| Conagra Brands, Inc.                   | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1i. Elect Director Melissa Lora                                      | Against   |
| Conagra Brands, Inc.                   | 18-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1j. Elect Director Ruth Ann Marshall                                 | Against   |
| Conagra Brands, Inc.                   | 18-Sep-24    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation                 | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Jinko Solar Co., Ltd.                  | 18-Sep-24    | China  | G          | Strategic Transactions -<br>Corporate<br>Transactions/Reorganizati<br>ons | Approve/Amend Loan Guarantee<br>to Subsidiary                        | 4. Approve New Estimated Amount of<br>Guarantees                     | Against   |
| FedEx Corporation                      | 23-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1b. Elect Director Marvin R. Ellison                                 | Against   |
| FedEx Corporation                      | 23-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1c. Elect Director Stephen E. Gorman                                 | Against   |
| FedEx Corporation                      | 23-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1d. Elect Director Susan Patricia Griffith                           | Against   |
| FedEx Corporation                      | 23-Sep-24    | USA    | G          | Director Election -<br>Director Election                                  | Elect Director   | 1h. Elect Director Frederick P. Perpall                              | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description   | Proposal Text  | Vote Cast |
|--|--------------|--------|------------|---|--|--|-----------|
| FedEx Corporation                        | 23-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1l. Elect Director David P. Steiner  | Against   |
| FedEx Corporation                        | 23-Sep-24    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| FedEx Corporation                        | 23-Sep-24    | USA    | E, S       | E&S Blended - Climate                               | Report on "Just Transition"                                    | 6. Report on "Just Transition"   | For       |
| FedEx Corporation                        | 23-Sep-24    | USA    | E, S       | E&S Blended - Climate                               | Climate Change Lobbying  | 8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals | For       |
| Shenzhen Inovance Technology Co., Ltd.   | 23-Sep-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 1. Approve Draft and Summary of Equity Incentive Plan                          | Against   |
| Shenzhen Inovance Technology Co., Ltd.   | 23-Sep-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 2. Approve Methods to Assess the Performance of Plan Participants              | Against   |
| Shenzhen Inovance Technology Co., Ltd.   | 23-Sep-24    | China  | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Authorization of the Board to Handle All Related Matters            | Against   |
| Yifeng Pharmacy Chain Co., Ltd.          | 23-Sep-24    | China  | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 4. Approve Provision of Guarantee  | Against   |
| General Mills, Inc.                      | 24-Sep-24    | USA    | E          | Environmental - Other                               | Community -Environment Impact                                  | 4. Disclose Regenerative Agriculture Practices Within Supply Chain             | For       |
| General Mills, Inc.                      | 24-Sep-24    | USA    | E          | Environmental - Pollution                           | Recycling  | 5. Report on Efforts to Reduce Plastic Use                                     | For       |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1b. Elect Director Charles A. Blixt  | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1f. Elect Director W.G. Jurgensen  | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1g. Elect Director Hala G. Moddelmog   | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1h. Elect Director Robert A. Niblock   | Against   |
| Lamb Weston Holdings, Inc.               | 26-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1i. Elect Director Maria Renna Sharpe  | Against   |
| Asahi Intecc Co., Ltd.                   | 26-Sep-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 3.3. Elect Director and Audit Committee Member Moriguchi, Shigeki              | Against   |
| Pan Pacific International Holdings Corp. | 27-Sep-24    | Japan  | G          | Director Election - Director Election               | Elect Director   | 4.3. Elect Director and Audit Committee Member Ono, Takaki                     | Against   |
| Trimble Inc.                             | 30-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.1. Elect Director James C. Dalton  | Withhold  |
| Trimble Inc.                             | 30-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.4. Elect Director Meaghan Lloyd  | Withhold  |
| Trimble Inc.                             | 30-Sep-24    | USA    | G          | Director Election - Director Election               | Elect Director   | 1.7. Elect Director Mark S. Peek   | Withhold  |

**Unvoted Meetings**

| <b>Company Name</b>           | <b>Meeting Date</b> | <b>Meeting Type</b> | <b>Market</b> | <b>Meeting ID</b> |
|-------------------------------|---------------------|---------------------|---------------|-------------------|
| Radware Ltd.                  | 19-Oct-23           | Annual              | Israel        | 1791546           |
| Enlight Renewable Energy Ltd. | 27-Dec-23           | Annual              | Israel        | 1805748           |
| Roche Holding AG              | 12-Mar-24           | Annual              | Switzerland   | 1812084           |
| Allianz SE                    | 08-May-24           | Annual              | Germany       | 1820342           |
| Cameco Corporation            | 09-May-24           | Annual              | Canada        | 1822194           |
| Roche Holding AG              | 12-Mar-24           | Annual              | Switzerland   | 1826921           |
| Azrieli Group Ltd.            | 02-May-24           | Special             | Israel        | 1837368           |
| Nova Ltd.                     | 20-Jun-24           | Annual              | Israel        | 1864305           |
| NICE Ltd. (Israel)            | 03-Jul-24           | Annual              | Israel        | 1870285           |
| Azrieli Group Ltd.            | 24-Sep-24           | Annual/Special      | Israel        | 1890091           |