

Board Statistics Report

Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): All institution accounts

Custodian Account(s): All custodian accounts

Reporting Period: 1/1/22 to 12/31/22

RESUMÉ DES 4 FONDS : DÔM SÉLECTION ACTION RENDEMENT DÔM SÉLECTION ACTION RENDEMENT INTERNATIONAL DÔM SÉLECTION ACTION MIDCAP ESK EXCLUSIF



Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 101 | |
| Number of meetings voted | 83 | 82.18% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 50 | 49.50% |

Ballot Overview

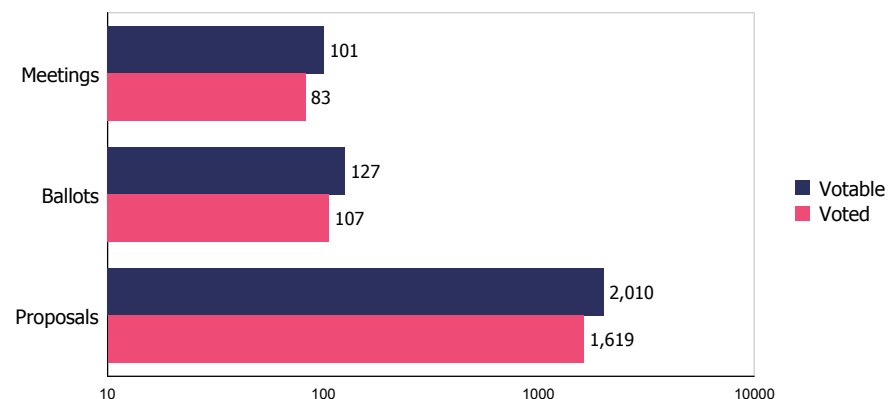
| Category | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 127 | |
| Number of ballots voted | 107 | 84.25% |

Proposal Overview

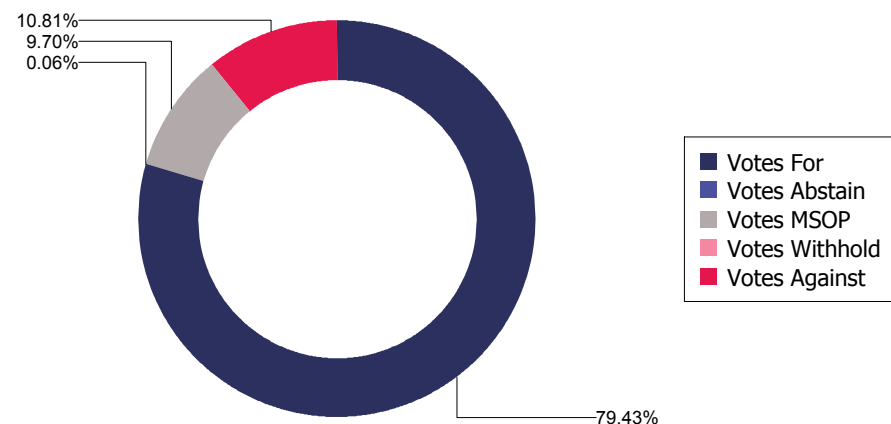
| Category | Number | Percentage |
|--|--------|------------|
| Number of votable items | 2,010 | |
| Number of items voted | 1,619 | 80.55% |
| Number of votes FOR | 1,286 | 79.43% |
| Number of votes AGAINST | 175 | 10.81% |
| Number of votes ABSTAIN | 1 | 0.06% |
| Number of votes WITHHOLD | 0 | 0.00% |
| Number of votes on MSOP | 157 | 9.70% |
| Number of votes With Policy | 1,605 | 99.14% |
| Number of votes Against Policy | 14 | 0.86% |
| Number of votes With Mgmt | 1,402 | 86.60% |
| Number of votes Against Mgmt | 217 | 13.40% |
| Number of votes on Shareholder Proposals | 10 | 0.62% |

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

Voting Statistics



Vote Cast Statistics



Board Statistics Report

DÔM SÉLECTION ACTION RENDEMENT



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): SELECTION ACTION RENDEMENT

Custodian Account(s): All custodian accounts

Reporting Period: 1/1/22 to 12/31/22

Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 32 | |
| Number of meetings voted | 22 | 68.75% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 13 | 40.63% |

Ballot Overview

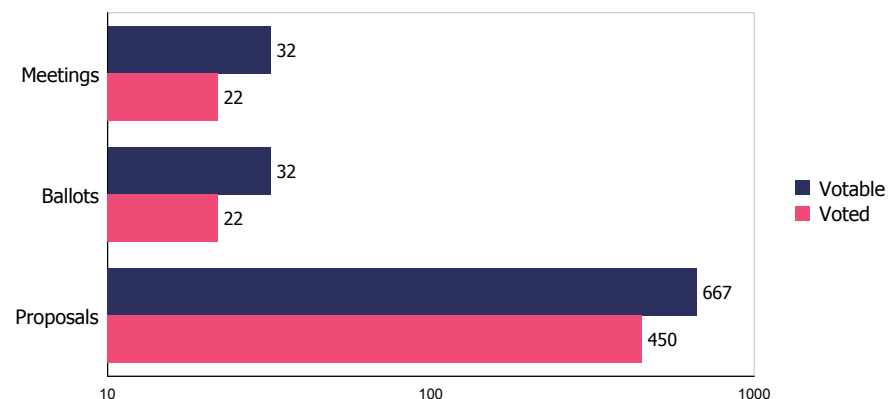
| Category | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 32 | |
| Number of ballots voted | 22 | 68.75% |

Proposal Overview

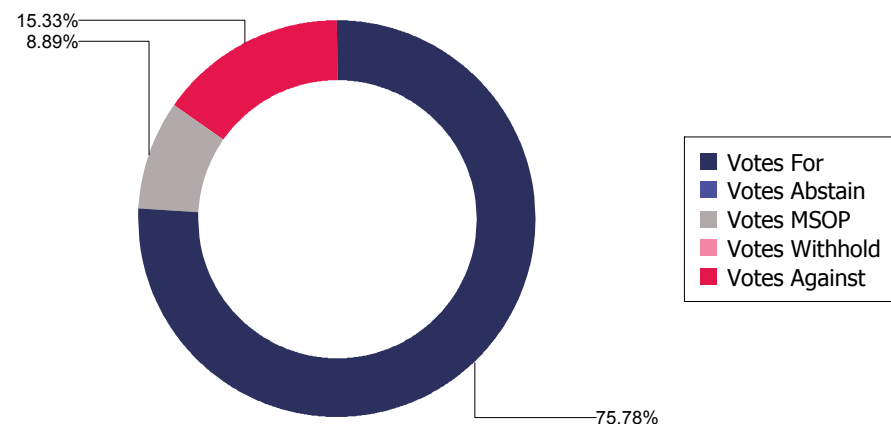
| Category | Number | Percentage |
|--|--------|------------|
| Number of votable items | 667 | |
| Number of items voted | 450 | 67.47% |
| Number of votes FOR | 341 | 75.78% |
| Number of votes AGAINST | 69 | 15.33% |
| Number of votes ABSTAIN | 0 | 0.00% |
| Number of votes WITHHOLD | 0 | 0.00% |
| Number of votes on MSOP | 40 | 8.89% |
| Number of votes With Policy | 450 | 100.00% |
| Number of votes Against Policy | 0 | 0.00% |
| Number of votes With Mgmt | 362 | 80.44% |
| Number of votes Against Mgmt | 88 | 19.56% |
| Number of votes on Shareholder Proposals | 1 | 0.22% |

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

Voting Statistics



Vote Cast Statistics



Board Statistics Report

DÔM SÉLECTION ACTION RENDEMENT INTERNATIONAL



Parameters Used:
 Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): SELECT ACTION RENDEMENT INT
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/22 to 12/31/22

Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 3 | |
| Number of meetings voted | 3 | 100.00% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 2 | 66.67% |

Ballot Overview

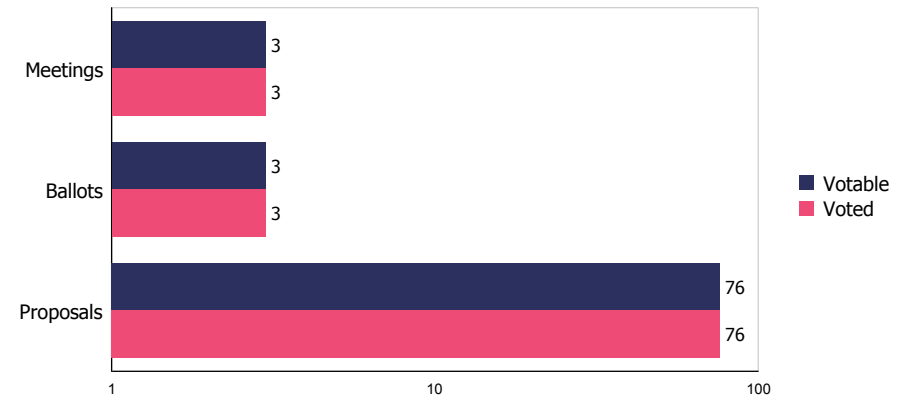
| Category | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 3 | |
| Number of ballots voted | 3 | 100.00% |

Proposal Overview

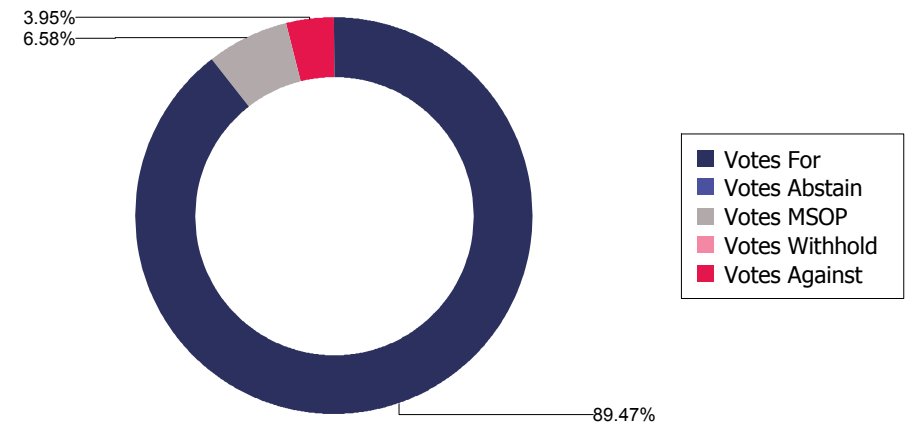
| Category | Number | Percentage |
|--|--------|------------|
| Number of votable items | 76 | |
| Number of items voted | 76 | 100.00% |
| Number of votes FOR | 68 | 89.47% |
| Number of votes AGAINST | 3 | 3.95% |
| Number of votes ABSTAIN | 0 | 0.00% |
| Number of votes WITHHOLD | 0 | 0.00% |
| Number of votes on MSOP | 5 | 6.58% |
| Number of votes With Policy | 76 | 100.00% |
| Number of votes Against Policy | 0 | 0.00% |
| Number of votes With Mgmt | 71 | 93.42% |
| Number of votes Against Mgmt | 5 | 6.58% |
| Number of votes on Shareholder Proposals | 0 | 0.00% |

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

Voting Statistics



Vote Cast Statistics



Parameters Used:
Location(s): All locations
Account Group(s): All account groups
Institution Account(s): SELECTION ACTION MIDCAP
Custodian Account(s): All custodian accounts
Reporting Period: 1/1/22 to 12/31/22

Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 32 | |
| Number of meetings voted | 25 | 78.13% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 17 | 53.13% |

Ballot Overview

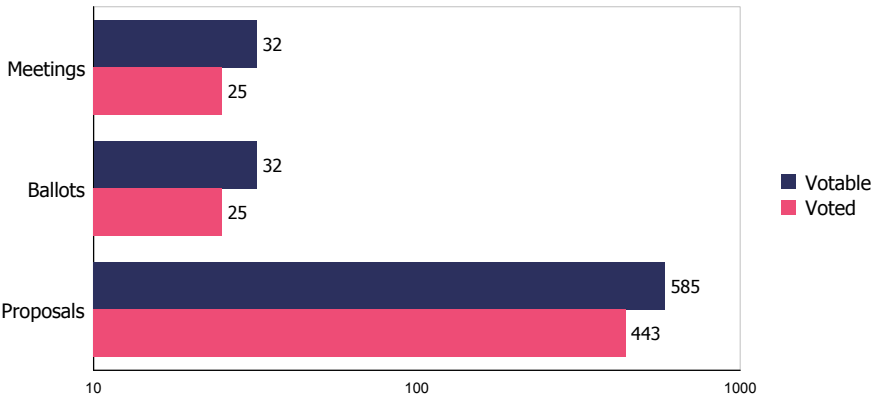
| Category | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 32 | |
| Number of ballots voted | 25 | 78.13% |

Proposal Overview

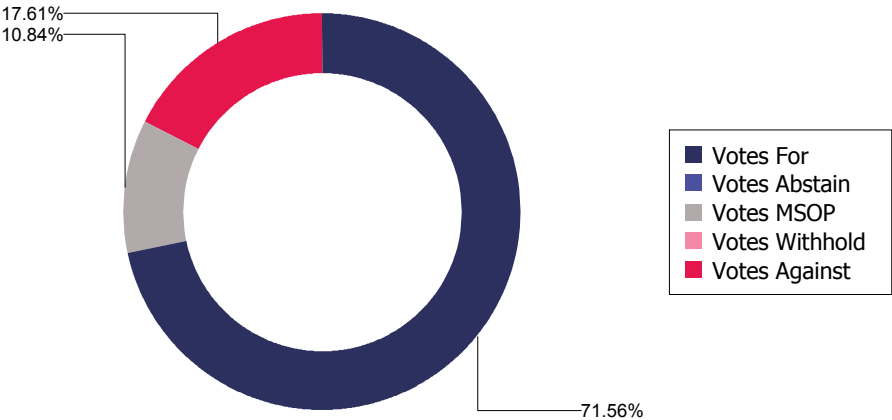
| Category | Number | Percentage |
|--|--------|------------|
| Number of votable items | 585 | |
| Number of items voted | 443 | 75.73% |
| Number of votes FOR | 317 | 71.56% |
| Number of votes AGAINST | 78 | 17.61% |
| Number of votes ABSTAIN | 0 | 0.00% |
| Number of votes WITHHOLD | 0 | 0.00% |
| Number of votes on MSOP | 48 | 10.84% |
| Number of votes With Policy | 443 | 100.00% |
| Number of votes Against Policy | 0 | 0.00% |
| Number of votes With Mgmt | 340 | 76.75% |
| Number of votes Against Mgmt | 103 | 23.25% |
| Number of votes on Shareholder Proposals | 0 | 0.00% |

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

Voting Statistics



Vote Cast Statistics



Board Statistics Report

ESK EXCLUSIF



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): ESK EXCLUSIF

Custodian Account(s): All custodian accounts

Reporting Period: 1/1/22 to 12/31/22

Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 59 | |
| Number of meetings voted | 56 | 94.92% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 31 | 52.54% |

Ballot Overview

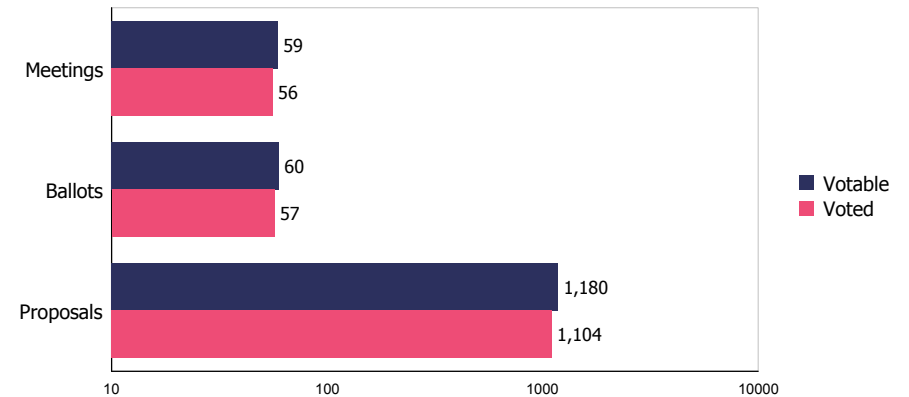
| Category | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 60 | |
| Number of ballots voted | 57 | 95.00% |

Proposal Overview

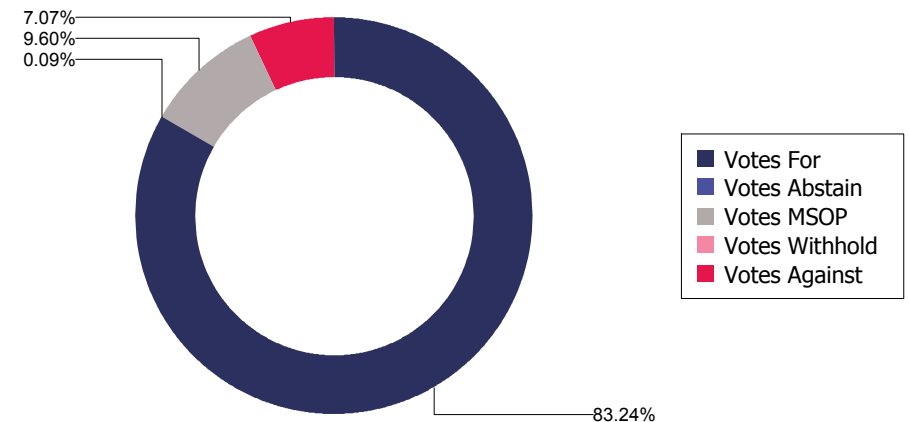
| Category | Number | Percentage |
|--|--------|------------|
| Number of votable items | 1,180 | |
| Number of items voted | 1,104 | 93.56% |
| Number of votes FOR | 919 | 83.24% |
| Number of votes AGAINST | 78 | 7.07% |
| Number of votes ABSTAIN | 1 | 0.09% |
| Number of votes WITHHOLD | 0 | 0.00% |
| Number of votes on MSOP | 106 | 9.60% |
| Number of votes With Policy | 1,090 | 98.73% |
| Number of votes Against Policy | 14 | 1.27% |
| Number of votes With Mgmt | 1,011 | 91.58% |
| Number of votes Against Mgmt | 93 | 8.42% |
| Number of votes on Shareholder Proposals | 9 | 0.82% |

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

Voting Statistics



Vote Cast Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|--------|------------|---|--|---|-----------|
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of Chairman of the Management Board | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Approve Remuneration Policy of CEOs | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Management Board Members | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation Report of Corporate Officers | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Stephane Gigou, Chairman of the Management Board | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Michel Freiche, CEO | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Marie-Helene Feuillet, Management Board Member | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Compensation of Paolo Bicci, Management Board Member | Against |
| Trigano SA | 07-Jan-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital | Against |
| Piscine Desjoyaux SA | 25-Feb-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Piscine Desjoyaux SA | 25-Feb-22 | France | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 6. Reelect Jean-Louis Desjoyaux, Nicolas Desjoyaux and Catherine Jandros as Directors | Against |
| Piscine Desjoyaux SA | 25-Feb-22 | France | G | Director Election - Director Election | Elect Director | 7. Elect Fanny Desjoyaux as Director | Against |
| Elior Group SA | 28-Feb-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Philippe Guillemot, CEO | Against |
| Elior Group SA | 28-Feb-22 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 16. Renew Appointment of Celia Cornu as Censor | Against |
| Elior Group SA | 28-Feb-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|---------|------------|---|--|---|-----------|
| Kone Oyj | 01-Mar-22 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report (Advisory Vote) | Against |
| Kone Oyj | 01-Mar-22 | Finland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11. Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors | Against |
| Kone Oyj | 01-Mar-22 | Finland | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 13. Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilineni and Andreas Opfermann as New Directors | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | 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 |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Joachim Kreuzburg, Chairman and CEO | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Vice-CEO | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Director Election - Director Election | Elect Director | 11. Reelect Joachim Kreuzburg as Director | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. 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 | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19 | 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 | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 23. Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Thermador Groupe SA | 04-Apr-22 | France | G | Director Election - Director Election | Elect Director | 4. Reelect Guillaume Robin as Director | Against |
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.b. Approve Remuneration Report | Against |
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Director | 5.f. Reelect Eugenio Barcellona as Non-Executive Director | Against |
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 7. Approve Stock Option Plan | Against |
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 8. Authorize Board to Repurchase Shares | Against |
| VINCI SA | 12-Apr-22 | France | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 15. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against |
| VINCI SA | 12-Apr-22 | France | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 16. Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Director | 3.a. Elect John Elkann as Executive Director | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Director | 3.j. Elect Adam Keswick as Non-Executive Director | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.3. Grant Board Authority to Issue Special Voting Shares | Against |
| Beiersdorf AG | 14-Apr-22 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 12. Approve Remuneration of Board of Directors in the Amount of CHF 195,000 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Televerbier SA | 19-Apr-22 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 13. Approve Remuneration of Executive Committee in the Amount of CHF 1.6 Million | Against |
| Trigano SA | 19-Apr-22 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 1. Elect Marie-Helene Feuillet as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-22 | 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 | 20-Apr-22 | 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 | 20-Apr-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |
| Hermes International SCA | 20-Apr-22 | 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 | 20-Apr-22 | 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 | 20-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of General Managers | Against |
| Hermes International SCA | 20-Apr-22 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 13. Reelect Charles-Eric Bauer as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-22 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 15. Reelect Julie Guerrand as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Hermes International SCA | 20-Apr-22 | 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 |
| L'Oreal SA | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021 | Against |
| LVMH Moet Hennessy Louis Vuitton SE | 21-Apr-22 | 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 | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Bernard Arnault as Director | Against |
| LVMH Moet Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 8. Reelect Hubert Vedrine 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 |
|-------------------------------------|--------------|-------------|------------|---|---|---|-----------|
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 9. Renew Appointment of Yann Arthus-Bertrand as Censor | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 14. Approve Compensation Report of Corporate Officers | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Bernard Arnault, Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Compensation of Antonio Belloni, Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy of Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy of Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 23. Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds | Against |
| Heineken NV | 21-Apr-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.b. Approve Remuneration Report | Against |
| Heineken NV | 21-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 4.b. Reelect J.A. Fernandez Carbajal to Supervisory Board | Against |
| ENGIE SA | 21-Apr-22 | France | G | Non-Routine Business - Non-Routine Business | Approve Allocation of Income/Distribution Policy | A. Approve Allocation of Income and Dividends of EUR 0.45 per Share | Against |
| ENGIE SA | 21-Apr-22 | France | G | Non-Routine Business - Non-Routine Business | Approve Allocation of Income/Distribution Policy | B. Subject to Approval of Item 3, Approve Allocation of Income 2023 and 2024 | Against |
| Christian Dior SE | 21-Apr-22 | 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 |
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Nicolas Bazire as Director | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Renaud Donnedieu de Vabres as Director | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Segolene Gallienne 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 |
|-------------------|--------------|--------|------------|---|--|---|-----------|
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 8. Reelect Christian de Labriffe as Director | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Approve Compensation of Sidney Toledano, CEO | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of Chairman of the Board | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy of CEO | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 120 Million | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 21. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 120 Million | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 23. Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 25. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 28. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 24. Ratify Appointment of Jean-Francois Lequoy as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 27. Ratify Appointment of Bertrand Cousin as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 28. Reelect Bertrand Cousin as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 29. Reelect Francois Geronde 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 |
|----------------------------|--------------|------------|------------|---|---|--|-----------|
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 30. Reelect Philippe Heim as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 31. Reelect Laurent Mignon as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 32. Reelect Philippe Wahl as Director | Against |
| Eurofins Scientific SE | 26-Apr-22 | Luxembourg | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.a. Reelect Martin J. Barrington as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.b. Reelect William F. Gifford, Jr. as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.c. Reelect Alejandro Santo Domingo Davila as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.d. Elect Nitin Nohria as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | B.10. Approve Remuneration Policy | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | B.11. Approve Remuneration Report | Against |
| STEF | 28-Apr-22 | 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 |
| STEF | 28-Apr-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Kering SA | 28-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Jean-Francois Palus, Vice-CEO | Against |
| Kering SA | 28-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Executive Corporate Officers | Against |
| Bayer AG | 29-Apr-22 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Seche Environnement SA | 29-Apr-22 | 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 |
|------------------------|--------------|--------|------------|---|--|--|-----------|
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 314,309 | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 47,146 | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 17. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 47,146 | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 18. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Interparfums | 29-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy of Chairman and CEO and/or Executive Corporate Officers | Against |
| Interparfums | 29-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 20. Authorize up to 0.5 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Interparfums | 29-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 21. Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Charles Edelstenne as Director | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Eric Trappier as Director | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 8. Reelect Loik Segalen as Director | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 9. Reelect Marie-Francoise Walbaum as Director | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 10. Reelect Patrice Caine as Director | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|--------|------------|--|--|---|-----------|
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 60 Million | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Electricite de France SA | 12-May-22 | France | G | Non-Routine Business - Non-Routine Business | Approve Allocation of Income/Distribution Policy | A. Approve Allocation of Income and Dividends of EUR 0.33 per Share | Against |
| Electricite de France SA | 12-May-22 | France | G | Director Election - Director Election | Elect Director | 12. Elect Delphine Geny-Stephann as Director | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 935 Million | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 375 Million | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 375 Million | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-17 | Against |
| Electricite de France SA | 12-May-22 | France | G | Miscellaneous - Capital Structure Related | Miscellaneous -- Equity Related | B. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 15 | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|---------|------------|---|--|--|-----------|
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 20. Authorize Capital Increase of Up to EUR 185 Million for Future Exchange Offers | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Electricite de France SA | 12-May-22 | France | S, G | Compensation - Compensation | Company-Specific- -Compensation-Related | C. Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against |
| Electricite de France SA | 12-May-22 | France | S, G | Compensation - Compensation | Company-Specific- -Compensation-Related | D. Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | Against |
| Lotus Bakeries NV | 13-May-22 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Lotus Bakeries NV | 13-May-22 | Belgium | G | Director Election - Director Election | Elect Director | 10. Elect PMF NV, Permanently Represented by Emmanuel Boone as Director | Against |
| SCOR SE | 18-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Compensation of Denis Kessler, Chairman and CEO Until 30 June 2021 | Against |
| ATOS SE | 18-May-22 | France | G | Director Election - Director Election | Elect Representative of Employee Shareholders to the Board | 12. Elect Christian Beer as Representative of Employee Shareholders to the Board | Against |
| ATOS SE | 18-May-22 | France | G | Takeover Related - Takeover - Other | Approve Modification in Share Ownership Disclosure Threshold | 32. Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy of Corporate Officers | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Matthieu Frechin, CEO | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Dominique Derveaux, Vice-CEO | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Alain Masson, Vice-CEO | Against |
| Vetoquinol SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 14. Reelect Louis Champel 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 |
|--|--------------|----------------|------------|---|---|--|-----------|
| Vetoquinol SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 15. Elect Delphine Lefebvre as Director | Against |
| Vetoquinol SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 16. Ratify Appointment of Audrey Chanoinat as Director | Against |
| Vetoquinol SA | 19-May-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Vetoquinol SA | 19-May-22 | 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 10 Million | Against |
| Vetoquinol SA | 19-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5 Million | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 20. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Dassault Systemes SA | 19-May-22 | 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 | Against |
| Dassault Systemes SA | 19-May-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 9. Approve Compensation Report of Corporate Officers | Against |
| Dassault Systemes SA | 19-May-22 | France | G | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Merger by Absorption | 19. Delegate Powers to the Board to Approve Merger by Absorption by the Company | Against |
| Dassault Systemes SA | 19-May-22 | France | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 20. Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above | Against |
| Orange SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 5. Elect Jacques Aschenbroich as Director | Against |
| Orange SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs | Against |
| Orange SA | 19-May-22 | France | S, G | Compensation - Compensation | Company-Specific-Compensation-Related | A. Amending Item 18 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives | Against |
| Orange SA | 19-May-22 | France | G | Director Related - Board Related | Company-Specific Board-Related | B. Amend Article 13 of Bylaws Re: Plurality of Directorships | Against |
| Aston Martin Lagonda Global Holdings Plc | 25-May-22 | United Kingdom | G | Director Election - Director Election | Elect Director | 5. Re-elect Tobias Moers 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 |
|--------------------|--------------|--------|------------|---|--|---|-----------|
| Renault SA | 25-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of CEO | Against |
| ID Logistics Group | 31-May-22 | 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 Mentioning the Absence of New Transactions | Against |
| ID Logistics Group | 31-May-22 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Eric Hemar as Director | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Chairman and CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Vice-CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 13. Approve Compensation Report of Corporate Officers | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Eric Hemar, Chairman and CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Christophe Satin, Vice-CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| ID Logistics Group | 31-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million | Against |
| ID Logistics Group | 31-May-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 22. Authorize up to 6 Percent of Issued Capital for Use in Stock Option Plans | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Authorize up to 6 Percent of Issued Capital for Use in Restricted Stock Plans | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|--------|------------|---|--|--|-----------|
| ID Logistics Group | 31-May-22 | France | G | Compensation - Compensation | Approve/Amend Issuance of Warrants Reserved for Founders | 24. Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Employees and/or Corporate Officers and Consultants, up to Aggregate Nominal Amount of EUR 290,000 | Against |
| ID Logistics Group | 31-May-22 | France | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 25. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Chairman of the Board | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of CEO | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of Vice-CEO | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy of Directors | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 17. Approve Compensation of Jean Guillaume Despature, Chairman of the Management Board Until 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 18. Approve Compensation of Jean Guillaume Despature, Chairman of the Board Since 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 19. Approve Compensation of Pierre Ribeiro, Management Board Member and CEO Until 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 20. Approve Compensation of Pierre Ribeiro, CEO Since 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 22. Approve Compensation of Valerie Dixmier, Vice-CEO Since 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 25. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Prosegur Compania de Seguridad SA | 02-Jun-22 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Advisory Vote on Remuneration Report | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|---|--|-----------|
| Prosegur Compania de Seguridad SA | 02-Jun-22 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy | Against |
| Carrefour SA | 03-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Alexandre Bompard, Chairman and CEO | Against |
| Worldline SA | 09-Jun-22 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 14. Renew Appointment of Johannes Dijsselhof as Censor | Against |
| Robertet SA | 14-Jun-22 | 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 |
| Robertet SA | 14-Jun-22 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Gilberte Lombard as Director | Against |
| Robertet SA | 14-Jun-22 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Alain Moynot as Director | Against |
| Robertet SA | 14-Jun-22 | France | G | Director Election - Director Election | Elect Director | 7. Elect Maubert SA as Director | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Philippe Maubert, Chairman and CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Christophe Maubert, Vice-CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Olivier Maubert, Vice-CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Compensation of Lionel Picolet, Vice-CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 17. Approve Remuneration Policy of Philippe Maubert, Chairman and CEO From 1 January to 30 June 2022 | Against |
| Robertet SA | 14-Jun-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 22. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Unibail-Rodamco-Westfield NV | 22-Jun-22 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 8. Reelect Aline Taireh to Supervisory Board | Against |
| Korian SA | 22-Jun-22 | France | G | Miscellaneous - Miscellaneous | Company Specific Organization Related | 31. Delegate Powers to the Board to Decide on Merger-Absorption, Split or Partial Contribution of Assets | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------|--------------|-------------|------------|---|--|--|-----------|
| Korian SA | 22-Jun-22 | France | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 33. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Dominique Pautrat, CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Denis Supplisson, Vice-CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Gregoire de Rotalier, Vice-CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Dominique Pautrat, CEO Until 22 April 2022 | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of Denis Supplisson, CEO Since 22 April 2022 | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of Denis Supplisson, Vice-CEO Until 22 April 2022 | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy of Gregoire de Rotalier, Vice-CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Orpea SA | 28-Jul-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Yves Le Masne, CEO | Against |
| Orpea SA | 28-Jul-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy of Philippe Charrier, Chairman of the Board and CEO from 30 January to 30 June 2022 | Against |
| Orpea SA | 28-Jul-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 21. Approve Compensation of Philippe Charrier, Chairman of the Board From 1 January to 30 January 2022 and From 1 July to 28 July 2022 and Chairman of the Board and CEO From 30 January to 30 June 2022 | Against |
| Prosus NV | 24-Aug-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | 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 | 24-Aug-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy for Executive and Non-Executive Directors | Against |
| Prosus NV | 24-Aug-22 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorize Repurchase of Shares | Against |
| Poujoulat SA | 16-Sep-22 | 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 |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 6. Authorize Repurchase of Up to 5 Percent of Issued Share Capital | Against |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Amount of EUR 5 Million, Share Premium Included | Against |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 9. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Amount of EUR 5 Million, Share Premium Included | Against |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 10. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Eutelsat Communications SA | 10-Nov-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Rodolphe Belmer, CEO | Against |
| Prosegur Compania de Seguridad SA | 07-Dec-22 | Spain | G | Compensation - Equity Compensation Plan | Amend Restricted Stock Plan | 3. Amend Long-Term Global Optimum Plan | Against |
| Prosegur Compania de Seguridad SA | 07-Dec-22 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Amend Remuneration Policy for FY 2023-2025 | Against |

Analysis of Votes Against Policy

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------|--------------|--------|------------|--|------------------------------------|--|-----------|
| VINCI SA | 12-Apr-22 | France | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 15. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against |

Analysis of Votes Against Policy (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------|--------------|-------------|------------|---|--|---|-----------|
| VINCI SA | 12-Apr-22 | France | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 16. Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1a. Reelect Christian Burrus as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1b. Reelect Jean-Paul Burrus as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1c. Reelect Paul Choffat as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1d. Reelect Christel Duc as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1f. Reelect Klaus Jenny as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1g. Reelect Bruno Moulin as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1h. Reelect Philippe Roux as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Election - Director Election | Elect Director | 8.1i. Reelect Charles Relecom as Director | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 9.2. Reappoint Klaus Jenny as Member of the Compensation Committee | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Director Related - Committee Election | Elect Member of Remuneration Committee | 9.3. Reappoint Charles Relecom as Member of the Compensation Committee | For |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 12. Approve Remuneration of Board of Directors in the Amount of CHF 195,000 | Against |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Routine Business - Routine Business | Other Business | 15. Transact Other Business (Voting) | For |

Analysis of Votes Against Management

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------|--------------|--------|------------|---|-----------------------------|--|-----------|
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy of Chairman of the Management Board | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 8. Approve Remuneration Policy of CEOs | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|---------|------------|---|--|---|-----------|
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Management Board Members | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation Report of Corporate Officers | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Stephane Gigou, Chairman of the Management Board | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Michel Freiche, CEO | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Marie-Helene Feuillet, Management Board Member | Against |
| Trigano SA | 07-Jan-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Compensation of Paolo Bicci, Management Board Member | Against |
| Trigano SA | 07-Jan-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital | Against |
| Piscine Desjoyaux SA | 25-Feb-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 5. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Piscine Desjoyaux SA | 25-Feb-22 | France | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 6. Reelect Jean-Louis Desjoyaux, Nicolas Desjoyaux and Catherine Jandros as Directors | Against |
| Piscine Desjoyaux SA | 25-Feb-22 | France | G | Director Election - Director Election | Elect Director | 7. Elect Fanny Desjoyaux as Director | Against |
| Elior Group SA | 28-Feb-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Philippe Guillemot, CEO | Against |
| Elior Group SA | 28-Feb-22 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 16. Renew Appointment of Celia Cornu as Censor | Against |
| Elior Group SA | 28-Feb-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Elior Group SA | 28-Feb-22 | 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 | For |
| Kone Oyj | 01-Mar-22 | Finland | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Remuneration Report (Advisory Vote) | Against |
| Kone Oyj | 01-Mar-22 | Finland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 11. Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------|--------------|-------------|------------|---|---|---|-----------|
| Kone Oyj | 01-Mar-22 | Finland | G | Director Election - Director Election - Bundled | Elect Directors (Bundled) | 13. Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilineni and Andreas Opfermann as New Directors | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | 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 |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Compensation of Joachim Kreuzburg, Chairman and CEO | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 9. Approve Remuneration Policy of Vice-CEO | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 10. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Director Election - Director Election | Elect Director | 11. Reelect Joachim Kreuzburg as Director | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. 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 | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19 | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Sartorius Stedim Biotech SA | 29-Mar-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 24. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Thermador Groupe SA | 04-Apr-22 | France | G | Director Election - Director Election | Elect Director | 4. Reelect Guillaume Robin as Director | Against |
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.b. 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 |
|--------------------------|--------------|-------------|------------|---|--|--|-----------|
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Director | 5.f. Reelect Eugenio Barcellona as Non-Executive Director | Against |
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 7. Approve Stock Option Plan | Against |
| Davide Campari-Milano NV | 12-Apr-22 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 8. Authorize Board to Repurchase Shares | Against |
| VINCI SA | 12-Apr-22 | France | G | Capitalization - Capital Structure Related | Approve Reduction in Share Capital | 15. Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against |
| VINCI SA | 12-Apr-22 | France | G | Compensation - Employee Stock Ownership/Purchase Plan | Approve Qualified Employee Stock Purchase Plan | 16. Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2.c. Approve Remuneration Report | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Director | 3.a. Elect John Elkann as Executive Director | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Director | 3.j. Elect Adam Keswick as Non-Executive Director | Against |
| Ferrari NV | 13-Apr-22 | Netherlands | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 5.3. Grant Board Authority to Issue Special Voting Shares | Against |
| Beiersdorf AG | 14-Apr-22 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 6. Approve Remuneration Report | Against |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 12. Approve Remuneration of Board of Directors in the Amount of CHF 195,000 | Against |
| Televerbier SA | 19-Apr-22 | Switzerland | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 13. Approve Remuneration of Executive Committee in the Amount of CHF 1.6 Million | Against |
| Trigano SA | 19-Apr-22 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 1. Elect Marie-Helene Feuillet as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-22 | 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 | 20-Apr-22 | 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 | 20-Apr-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 7. Approve Compensation Report of Corporate Officers | Against |
| Hermes International SCA | 20-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Axel Dumas, General Manager | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------------|--------------|--------|------------|---|---|---|-----------|
| Hermes International SCA | 20-Apr-22 | 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 | 20-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of General Managers | Against |
| Hermes International SCA | 20-Apr-22 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 13. Reelect Charles-Eric Bauer as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-22 | France | G | Director Election - Director Election | Elect Supervisory Board Member | 15. Reelect Julie Guerrand as Supervisory Board Member | Against |
| Hermes International SCA | 20-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 18. Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Hermes International SCA | 20-Apr-22 | 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 |
| L'Oreal SA | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021 | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | 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 Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Bernard Arnault as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 8. Reelect Hubert Vedrine as Director | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 9. Renew Appointment of Yann Arthus-Bertrand as Censor | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 14. Approve Compensation Report of Corporate Officers | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Bernard Arnault, Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Compensation of Antonio Belloni, Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy of Chairman and CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 19. Approve Remuneration Policy of Vice-CEO | Against |
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 22. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------------|--------------|-------------|------------|---|--|---|-----------|
| LVMH Moët Hennessy Louis Vuitton SE | 21-Apr-22 | France | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 23. Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds | Against |
| Heineken NV | 21-Apr-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1.b. Approve Remuneration Report | Against |
| Heineken NV | 21-Apr-22 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 4.b. Reelect J.A. Fernandez Carbajal to Supervisory Board | Against |
| Christian Dior SE | 21-Apr-22 | 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 |
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Nicolas Bazire as Director | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Renaud Donnedieu de Vabres as Director | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Segolene Gallienne as Director | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Director Election - Director Election | Elect Director | 8. Reelect Christian de Labriffe as Director | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 12. Approve Compensation of Sidney Toledano, CEO | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of Chairman of the Board | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy of CEO | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 120 Million | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 21. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 120 Million | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 22. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 23. Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------------|--------------|------------|------------|---|---|--|-----------|
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 25. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Christian Dior SE | 21-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 28. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 24. Ratify Appointment of Jean-Francois Lequoy as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 27. Ratify Appointment of Bertrand Cousin as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 28. Reelect Bertrand Cousin as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 29. Reelect Francois Geronde as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 30. Reelect Philippe Heim as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 31. Reelect Laurent Mignon as Director | Against |
| CNP Assurances SA | 22-Apr-22 | France | G | Director Election - Director Election | Elect Director | 32. Reelect Philippe Wahl as Director | Against |
| Danone SA | 26-Apr-22 | France | G | Director Related - Board Related | Company-Specific Board-Related | A. Amend Article 18 of Bylaws: Role of Honorary Chairman | For |
| Eurofins Scientific SE | 26-Apr-22 | Luxembourg | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Remuneration Report | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.a. Reelect Martin J. Barrington as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.b. Reelect William F. Gifford, Jr. as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.c. Reelect Alejandro Santo Domingo Davila as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Director Election - Director Election | Elect Director | B.8.d. Elect Nitin Nohria as Director | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | B.10. Approve Remuneration Policy | Against |
| Anheuser-Busch InBev SA/NV | 27-Apr-22 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | B.11. Approve Remuneration Report | Against |
| STEF | 28-Apr-22 | 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 |
| STEF | 28-Apr-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------|--------------|---------|------------|---|--|--|-----------|
| Kering SA | 28-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Jean-Francois Palus, Vice-CEO | Against |
| Kering SA | 28-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Executive Corporate Officers | Against |
| Bayer AG | 29-Apr-22 | Germany | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Seche Environnement SA | 29-Apr-22 | 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 |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 13. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 314,309 | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 47,146 | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 17. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 47,146 | Against |
| Seche Environnement SA | 29-Apr-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 18. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Interparfums | 29-Apr-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 6. Approve Remuneration Policy of Chairman and CEO and/or Executive Corporate Officers | Against |
| Interparfums | 29-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 20. Authorize up to 0.5 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Interparfums | 29-Apr-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 21. Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Charles Edelstenne as Director | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Eric Trappier as Director | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 8. Reelect Loik Segalen as Director | Against |
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 9. Reelect Marie-Francoise Walbaum as Director | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------|--------------|--------|------------|--|--|---|-----------|
| Thales SA | 11-May-22 | France | G | Director Election - Director Election | Elect Director | 10. Reelect Patrice Caine as Director | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 17. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 60 Million | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Thales SA | 11-May-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |
| Electricite de France SA | 12-May-22 | France | G | Director Election - Director Election | Elect Director | 12. Elect Delphine Geny-Stephann as Director | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 15. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 935 Million | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 375 Million | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 375 Million | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-17 | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Structure Related | Authorize Capital Increase for Future Share Exchange Offers | 20. Authorize Capital Increase of Up to EUR 185 Million for Future Exchange Offers | Against |
| Electricite de France SA | 12-May-22 | France | G | Capitalization - Capital Issuance | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions | 21. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------------|--------------|---------|------------|---|---|--|-----------|
| Lotus Bakeries NV | 13-May-22 | Belgium | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Remuneration Report | Against |
| Lotus Bakeries NV | 13-May-22 | Belgium | G | Director Election - Director Election | Elect Director | 10. Elect PMF NV, Permanently Represented by Emmanuel Boone as Director | Against |
| SCOR SE | 18-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 5. Approve Compensation of Denis Kessler, Chairman and CEO Until 30 June 2021 | Against |
| ATOS SE | 18-May-22 | France | G | Takeover Related - Takeover - Other | Approve Modification in Share Ownership Disclosure Threshold | 32. Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 5. Approve Remuneration Policy of Corporate Officers | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Matthieu Frechin, CEO | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Dominique Derveaux, Vice-CEO | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 11. Approve Compensation of Alain Masson, Vice-CEO | Against |
| Vetoquinol SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 14. Reelect Louis Champel as Director | Against |
| Vetoquinol SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 15. Elect Delphine Lefebvre as Director | Against |
| Vetoquinol SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 16. Ratify Appointment of Audrey Chanoinat as Director | Against |
| Vetoquinol SA | 19-May-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Vetoquinol SA | 19-May-22 | 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 10 Million | Against |
| Vetoquinol SA | 19-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5 Million | Against |
| Vetoquinol SA | 19-May-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 20. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans | Against |
| Dassault Systemes SA | 19-May-22 | 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 | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--|--------------|----------------|------------|---|---|---|-----------|
| Dassault Systemes SA | 19-May-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 9. Approve Compensation Report of Corporate Officers | Against |
| Dassault Systemes SA | 19-May-22 | France | G | Strategic Transactions - Corporate Transactions/Reorganizations | Approve Merger by Absorption | 19. Delegate Powers to the Board to Approve Merger by Absorption by the Company | Against |
| Dassault Systemes SA | 19-May-22 | France | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 20. Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above | Against |
| Orange SA | 19-May-22 | France | G | Director Election - Director Election | Elect Director | 5. Elect Jacques Aschenbroich as Director | Against |
| Orange SA | 19-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs | Against |
| Aston Martin Lagonda Global Holdings Plc | 25-May-22 | United Kingdom | G | Director Election - Director Election | Elect Director | 5. Re-elect Tobias Moers as Director | Abstain |
| Renault SA | 25-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of CEO | Against |
| ID Logistics Group | 31-May-22 | 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 Mentioning the Absence of New Transactions | Against |
| ID Logistics Group | 31-May-22 | France | G | Director Election - Director Election | Elect Director | 7. Reelect Eric Hemar as Director | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 10. Approve Remuneration Policy of Chairman and CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy of Vice-CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Directors' Compensation | Remuneration-Related | 13. Approve Compensation Report of Corporate Officers | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Eric Hemar, Chairman and CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Christophe Satin, Vice-CEO | Against |
| ID Logistics Group | 31-May-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 17. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| ID Logistics Group | 31-May-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 19. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------|--------------|--------|------------|---|--|--|-----------|
| ID Logistics Group | 31-May-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 22. Authorize up to 6 Percent of Issued Capital for Use in Stock Option Plans | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Authorize up to 6 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| ID Logistics Group | 31-May-22 | France | G | Compensation - Compensation | Approve/Amend Issuance of Warrants Reserved for Founders | 24. Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Employees and/or Corporate Officers and Consultants, up to Aggregate Nominal Amount of EUR 290,000 | Against |
| ID Logistics Group | 31-May-22 | France | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 25. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Chairman of the Board | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of CEO | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of Vice-CEO | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy of Directors | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 17. Approve Compensation of Jean Guillaume Despature, Chairman of the Management Board Until 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 18. Approve Compensation of Jean Guillaume Despature, Chairman of the Board Since 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 19. Approve Compensation of Pierre Ribeiro, Management Board Member and CEO Until 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 20. Approve Compensation of Pierre Ribeiro, CEO Since 2 June 2021 | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 22. Approve Compensation of Valerie Dixmier, Vice-CEO Since 2 June 2021 | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|--------|------------|---|---|--|-----------|
| Somfy SA | 01-Jun-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 23. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Somfy SA | 01-Jun-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 25. Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Against |
| Prosegur Compania de Seguridad SA | 02-Jun-22 | Spain | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Advisory Vote on Remuneration Report | Against |
| Prosegur Compania de Seguridad SA | 02-Jun-22 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 11. Approve Remuneration Policy | Against |
| Carrefour SA | 03-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Alexandre Bompard, Chairman and CEO | Against |
| Worldline SA | 09-Jun-22 | France | G | Director Related - Statutory Auditor | Appoint Censor(s) | 14. Renew Appointment of Johannes Dijsselhof as Censor | Against |
| Robertet SA | 14-Jun-22 | 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 |
| Robertet SA | 14-Jun-22 | France | G | Director Election - Director Election | Elect Director | 5. Reelect Gilberte Lombard as Director | Against |
| Robertet SA | 14-Jun-22 | France | G | Director Election - Director Election | Elect Director | 6. Reelect Alain Moynot as Director | Against |
| Robertet SA | 14-Jun-22 | France | G | Director Election - Director Election | Elect Director | 7. Elect Maubert SA as Director | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Philippe Maubert, Chairman and CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 14. Approve Compensation of Christophe Maubert, Vice-CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 15. Approve Compensation of Olivier Maubert, Vice-CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 16. Approve Compensation of Lionel Picolet, Vice-CEO | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 17. Approve Remuneration Policy of Philippe Maubert, Chairman and CEO From 1 January to 30 June 2022 | Against |
| Robertet SA | 14-Jun-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 22. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Robertet SA | 14-Jun-22 | France | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 23. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------|--------------|-------------|------------|---|--|--|-----------|
| Unibail-Rodamco-Westfield NV | 22-Jun-22 | Netherlands | G | Director Election - Director Election | Elect Supervisory Board Member | 8. Reelect Aline Taireh to Supervisory Board | Against |
| Korian SA | 22-Jun-22 | France | G | Miscellaneous - Miscellaneous | Company Specific Organization Related | 31. Delegate Powers to the Board to Decide on Merger-Absorption, Split or Partial Contribution of Assets | Against |
| Korian SA | 22-Jun-22 | France | G | Company Articles - Article Amendments | Amend Articles/Bylaws/Charter -- Non-Routine | 33. Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 8. Approve Compensation of Dominique Pautrat, CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 9. Approve Compensation of Denis Supplisson, Vice-CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 10. Approve Compensation of Gregoire de Rotalier, Vice-CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 12. Approve Remuneration Policy of Dominique Pautrat, CEO Until 22 April 2022 | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 13. Approve Remuneration Policy of Denis Supplisson, CEO Since 22 April 2022 | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 14. Approve Remuneration Policy of Denis Supplisson, Vice-CEO Until 22 April 2022 | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 15. Approve Remuneration Policy of Gregoire de Rotalier, Vice-CEO | Against |
| Pharmagest Interactive SA | 28-Jun-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against |
| Linde Plc | 25-Jul-22 | Ireland | G | Corporate Governance - Shareholder Rights | Reduce Supermajority Vote Requirement | 6. Adopt Simple Majority Vote | For |
| Orpea SA | 28-Jul-22 | France | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 18. Approve Remuneration Policy of Philippe Charrier, Chairman of the Board and CEO from 30 January to 30 June 2022 | Against |
| Orpea SA | 28-Jul-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 21. Approve Compensation of Philippe Charrier, Chairman of the Board From 1 January to 30 January 2022 and From 1 July to 28 July 2022 and Chairman of the Board and CEO From 30 January to 30 June 2022 | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-----------------------------------|--------------|-------------|------------|---|--|---|-----------|
| Prosus NV | 24-Aug-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Prosus NV | 24-Aug-22 | Netherlands | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 7. Approve Remuneration Policy for Executive and Non-Executive Directors | Against |
| Prosus NV | 24-Aug-22 | Netherlands | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 12. Authorize Repurchase of Shares | Against |
| Poujoulat SA | 16-Sep-22 | 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 |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Structure - Repurchase | Authorize Share Repurchase Program | 6. Authorize Repurchase of Up to 5 Percent of Issued Share Capital | Against |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 8. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Amount of EUR 5 Million, Share Premium Included | Against |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Structure - Placement | Approve Issuance of Shares for a Private Placement | 9. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Amount of EUR 5 Million, Share Premium Included | Against |
| Poujoulat SA | 16-Sep-22 | France | G | Capitalization - Capital Issuance | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 10. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against |
| Eutelsat Communications SA | 10-Nov-22 | France | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 13. Approve Compensation of Rodolphe Belmer, CEO | Against |
| Prosegur Compania de Seguridad SA | 07-Dec-22 | Spain | G | Compensation - Equity Compensation Plan | Amend Restricted Stock Plan | 3. Amend Long-Term Global Optimum Plan | Against |
| Prosegur Compania de Seguridad SA | 07-Dec-22 | Spain | G | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy | 4. Amend Remuneration Policy for FY 2023-2025 | Against |

Unvoted Meetings

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID |
|------------------|--------------|--------------|-------------|------------|
| Novo Nordisk A/S | 24-Mar-22 | Annual | Denmark | 1605266 |
| Geberit AG | 13-Apr-22 | Annual | Switzerland | 1590318 |
| Lonza Group AG | 05-May-22 | Annual | Switzerland | 1604329 |
| Indutrade AB | 05-Apr-22 | Annual | Sweden | 1612055 |

Unvoted Meetings (Continued)

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID |
|-------------------------------|---------------------|-------------------------------|----------------|-------------------|
| Novartis AG | 04-Mar-22 | Annual | Switzerland | 1589873 |
| Diploma Plc | 19-Jan-22 | Annual | United Kingdom | 1585616 |
| Barry Callebaut AG | 14-Dec-22 | Annual | Switzerland | 1619954 |
| Interroll Holding AG | 13-May-22 | Annual | Switzerland | 1590552 |
| Sika AG | 12-Apr-22 | Annual | Switzerland | 1590315 |
| Givaudan SA | 24-Mar-22 | Annual | Switzerland | 1590236 |
| Royal Unibrew A/S | 28-Apr-22 | Annual | Denmark | 1631505 |
| Sika AG | 25-Jan-22 | Extraordinary Shareholders | Switzerland | 1598891 |
| Swedish Match AB | 27-Apr-22 | Annual | Sweden | 1623173 |
| Emmi AG | 07-Apr-22 | Annual | Switzerland | 1590322 |
| Straumann Holding AG | 05-Apr-22 | Annual | Switzerland | 1590303 |
| Holcim Ltd. | 04-May-22 | Annual | Switzerland | 1602554 |
| HBM Healthcare Investments AG | 10-Jun-22 | Annual | Switzerland | 1653303 |
| Orsted A/S | 08-Apr-22 | Annual | Denmark | 1621603 |