

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): EQUI-DEVELOPPEMENT DURABLE
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/23 to 9/30/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	53	
Number of meetings voted	53	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	24	45.28%

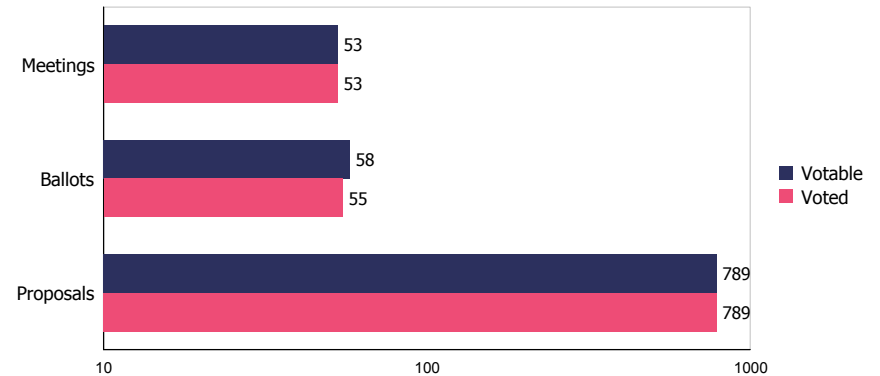
Ballot Overview

Category	Number	Percentage
Number of votable ballots	58	
Number of ballots voted	55	94.83%

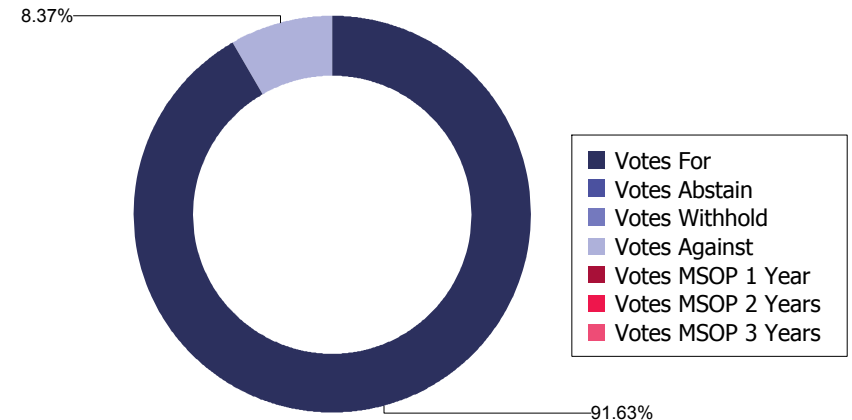
Proposal Overview

Category	Number	Percentage
Number of votable items	789	
Number of items voted	789	100.00%
Number of votes FOR	723	91.63%
Number of votes AGAINST	66	8.37%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	789	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	737	93.41%
Number of votes Against Mgmt	52	6.59%
Number of votes on MSOP (exclude frequency)	60	7.60%
Number of votes on Shareholder Proposals	19	2.41%

Voting Statistics



Vote Cast Statistics

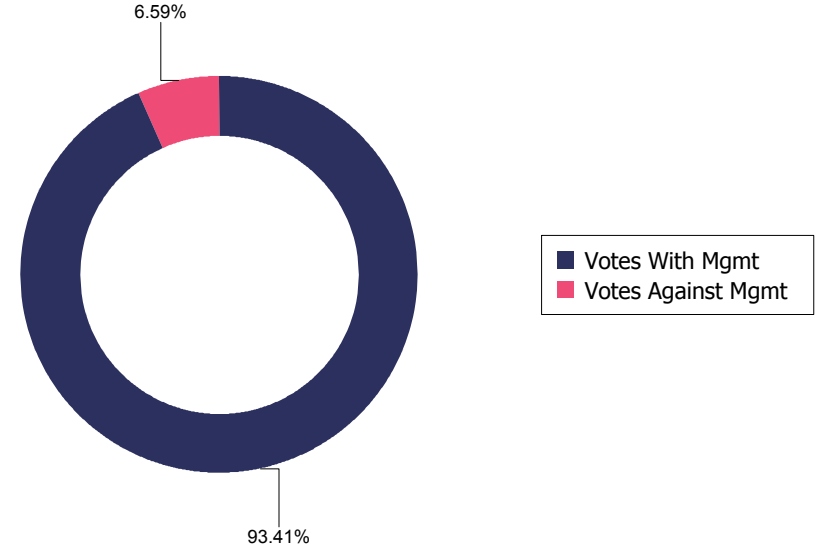


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

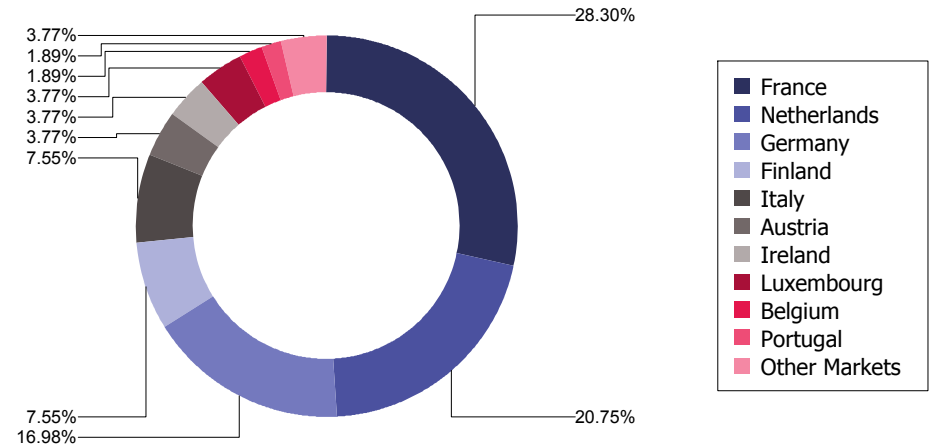
Vote Alignment with Management



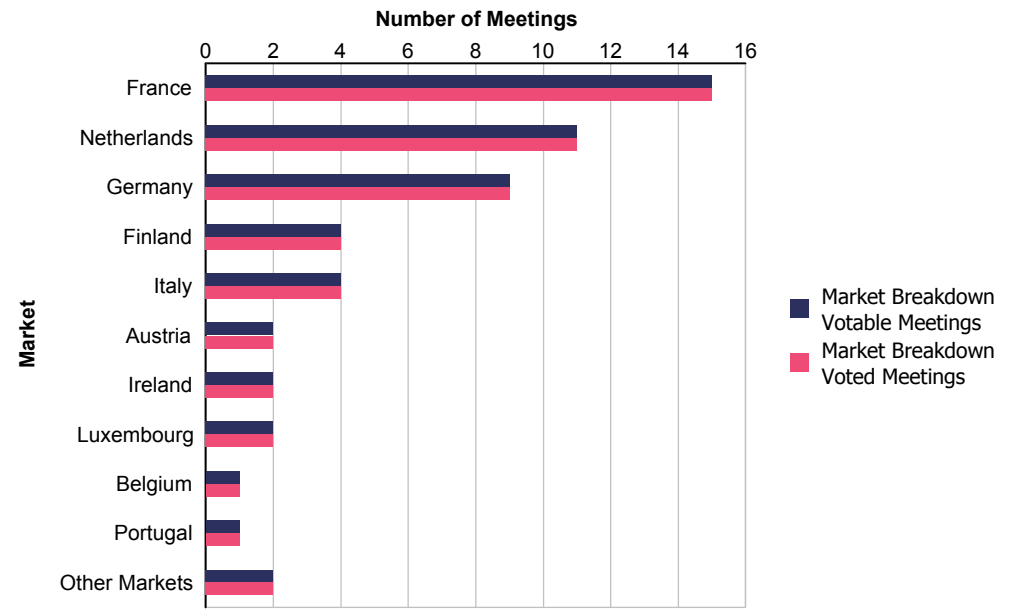
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	15	15	100.00%
Netherlands	11	11	100.00%
Germany	9	9	100.00%
Finland	4	4	100.00%
Italy	4	4	100.00%
Austria	2	2	100.00%
Ireland	2	2	100.00%
Luxembourg	2	2	100.00%
Belgium	1	1	100.00%
Portugal	1	1	100.00%
Spain	1	1	100.00%
Switzerland	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Valmet Corp.	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kemppainen, Per Lindberg, Monika Maurer, Mikael Makinen (Chair), and Eriikka Soderstrom as Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Andritz AG	29-Mar-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Andritz AG	29-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	10.1. New/Amended Proposals from Shareholders	Against
Andritz AG	29-Mar-23	Austria	G	Routine Business - Routine Business	Other Business	10.2. New/Amended Proposals from Management and Supervisory Board	Against
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
Prysmian SpA	19-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Veolia Environnement SA	27-Apr-23	France	G	Routine Business - Routine Business	Amend Corporate Purpose	22. Amend Article 15 of Bylaws Re: Corporate Purpose	Against
LU-VE SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
LU-VE SpA	28-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.1. Slate 1 Submitted by Finami SpA	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LU-VE SpA	28-Apr-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.2. Slate 2 Submitted by Sofia Holding Srl	Against
LU-VE SpA	28-Apr-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.4. Elect Matteo Liberali as Board Chair	Against
LU-VE SpA	28-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.1. Slate 1 Submitted by Finami SpA	Against
LU-VE SpA	28-Apr-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.2. Slate 2 Submitted by Sofia Holding Srl	Against
LU-VE SpA	28-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	2. Amend Company Bylaws Re: Article Articles 17-bis	Against
LU-VE SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Metso Outotec Oyj	03-May-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Time and Place of the Meeting; Advance Notice	Against
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against
Wienerberger AG	05-May-23	Austria	G	Routine Business - Routine Business	Other Business	8.1. New/Amended Proposals from Management and Supervisory Board	Against
Wienerberger AG	05-May-23	Austria	G	Routine Business - Routine Business	Other Business	8.2. New/Amended Proposals from Shareholders	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.1. Slate 1 Submitted by Ministry of Economy and Finance	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	6.3. Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Against
Enel SpA	10-May-23	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.2. Elect Marco Mazzucchelli as Board Chair	Against
Enel SpA	10-May-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Neoen SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	10-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Stephanie Levan as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Neoen SA	10-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	19. Adopt Double Voting-Rights to Long-Term Registered Shareholders and Amend Article 11 of Bylaws Accordingly	Against
Duerr AG	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
KION GROUP AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
PSI Software AG	23-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2023	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplax to the Supervisory Board	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. 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
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against
Forsee Power SA	23-Jun-23	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
Forsee Power SA	23-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Christophe Gurtner, Chairman and CEO	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, up to 50 Percent of Issued Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	15. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13 to 15	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	17. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 20 Percent of Issued Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	19. Authorize Capital Increase up to 20 Percent of Issued Capital for Future Exchange Offers	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	24. Authorize Issuance of Warrants (BSABEI E) without Preemptive Rights Reserved for Banque Europeenne d Investissement, up to Aggregate Nominal Amount of EUR 30,000	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Kalray SA	29-Jun-23	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
Kalray SA	29-Jun-23	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 Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	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 Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	10. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	11. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	12. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	13. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 7-12	Against
Kalray SA	29-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	16. Authorize up to 214,000 Shares for Use in Stock Option Plans	Against
Kalray SA	29-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Kalray SA	29-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	18. Authorize Issuance of 214,000 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stora Enso Oyj	16-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Mäkinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Against
Valmet Corp.	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kempainen, Per Lindberg, Monika Maurer, Mikael Mäkinen (Chair), and Eriikka Soderstrom as Directors	Against
Neste Corp.	28-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: Book-Entry System	Against
Andritz AG	29-Mar-23	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Prysmian SpA	19-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Second Section of the Remuneration Report	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
ENGIE SA	26-Apr-23	France	E	Environmental - Climate	Climate Change Action	B. Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	For
Veolia Environnement SA	27-Apr-23	France	G	Routine Business - Routine Business	Amend Corporate Purpose	22. Amend Article 15 of Bylaws Re: Corporate Purpose	Against
LU-VE SpA	28-Apr-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
LU-VE SpA	28-Apr-23	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	2. Amend Company Bylaws Re: Article Articles 17-bis	Against
Metso Outotec Oyj	03-May-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Time and Place of the Meeting; Advance Notice	Against
Schneider Electric SE	04-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against
Neoen SA	10-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Neoen SA	10-May-23	France	G	Director Election - Director Election	Elect Director	11. Reelect Stephanie Levan as Director	Against
Neoen SA	10-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 2 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
Neoen SA	10-May-23	France	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	19. Adopt Double Voting-Rights to Long-Term Registered Shareholders and Amend Article 11 of Bylaws Accordingly	Against
Duerr AG	12-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
KION GROUP AG	17-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Nemetschek SE	23-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
PSI Software AG	23-May-23	Germany	G	Audit Related - Auditor Related	Ratify Auditors	5. Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2023	Against
PUMA SE	24-May-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Heloise Temple-Boyer to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Thore Ohlsson to the Supervisory Board	Against
PUMA SE	24-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Jean-Marc Duplaix to the Supervisory Board	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SA	24-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Befesa SA	15-Jun-23	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against
Forsee Power SA	23-Jun-23	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 Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Forsee Power SA	23-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Compensation of Christophe Gurtner, Chairman and CEO	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, up to 50 Percent of Issued Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	15. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	16. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13 to 15	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	17. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 20 Percent of Issued Capital	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	19. Authorize Capital Increase up to 20 Percent of Issued Capital for Future Exchange Offers	Against
Forsee Power SA	23-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	24. Authorize Issuance of Warrants (BSABEI E) without Preemptive Rights Reserved for Banque Européenne d Investissement, up to Aggregate Nominal Amount of EUR 30,000	Against
DSM-Firmenich AG	29-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Kalray SA	29-Jun-23	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
Kalray SA	29-Jun-23	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 Nominal Amount of EUR 4 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kalray SA	29-Jun-23	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 Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	10. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	11. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	12. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	29-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	13. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 7-12	Against
Kalray SA	29-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	16. Authorize up to 214,000 Shares for Use in Stock Option Plans	Against
Kalray SA	29-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Kalray SA	29-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	18. Authorize Issuance of 214,000 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against

Unvoted Meetings

There are no unvoted meetings.