

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: 1/1/24 to 11/22/24

Meeting Overview

Category	Number	Percentage
Number of votable meetings	43	
Number of meetings voted	43	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	18	41.86%

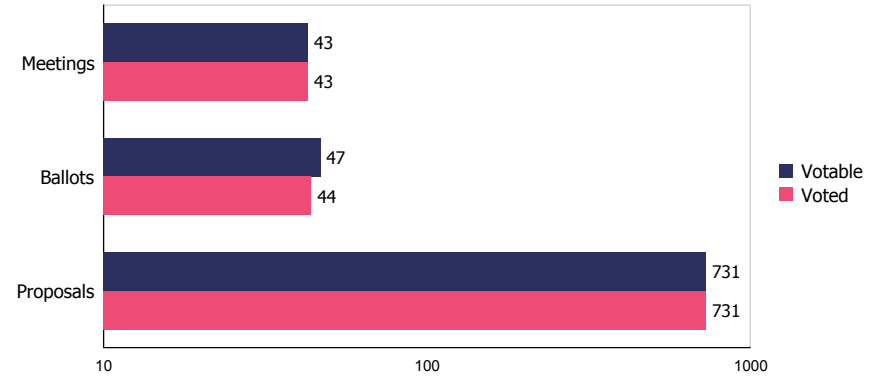
Ballot Overview

Category	Number	Percentage
Number of votable ballots	47	
Number of ballots voted	44	93.62%

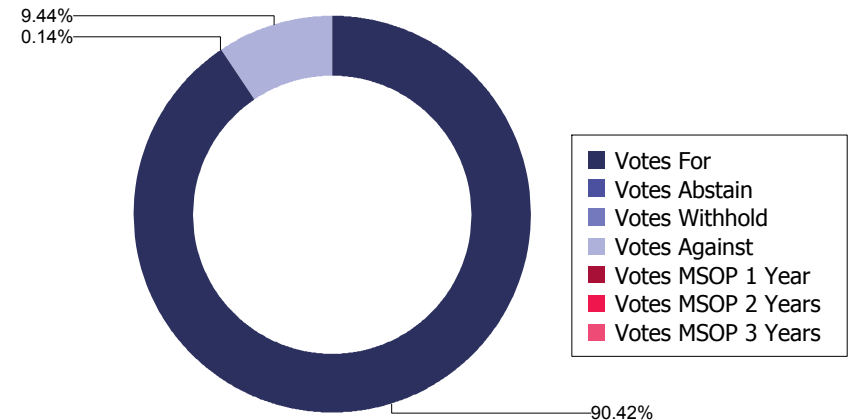
Proposal Overview

Category	Number	Percentage
Number of votable items	731	
Number of items voted	731	100.00%
Number of votes FOR	661	90.42%
Number of votes AGAINST	69	9.44%
Number of votes ABSTAIN	1	0.14%
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	731	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	664	90.83%
Number of votes Against Mgmt	67	9.17%
Number of votes on MSOP (exclude frequency)	53	7.25%
Number of votes on Shareholder Proposals	12	1.64%

Voting Statistics



Vote Cast Statistics

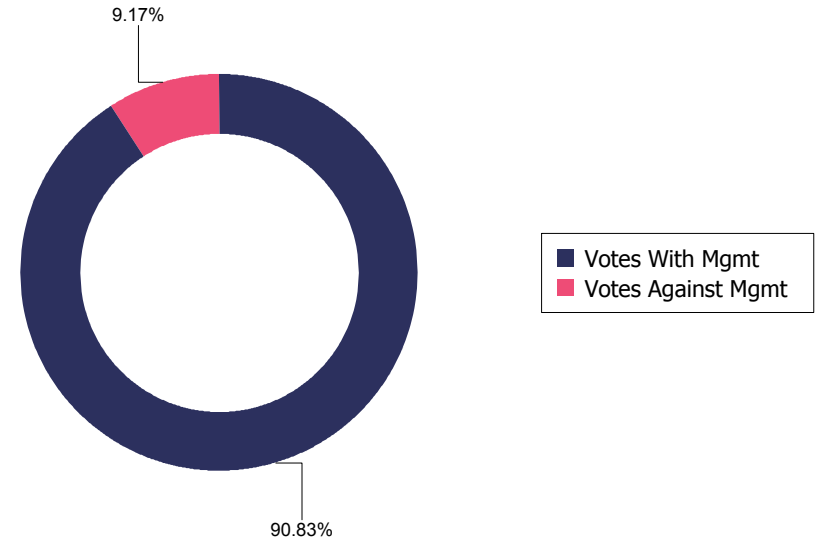


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are 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.

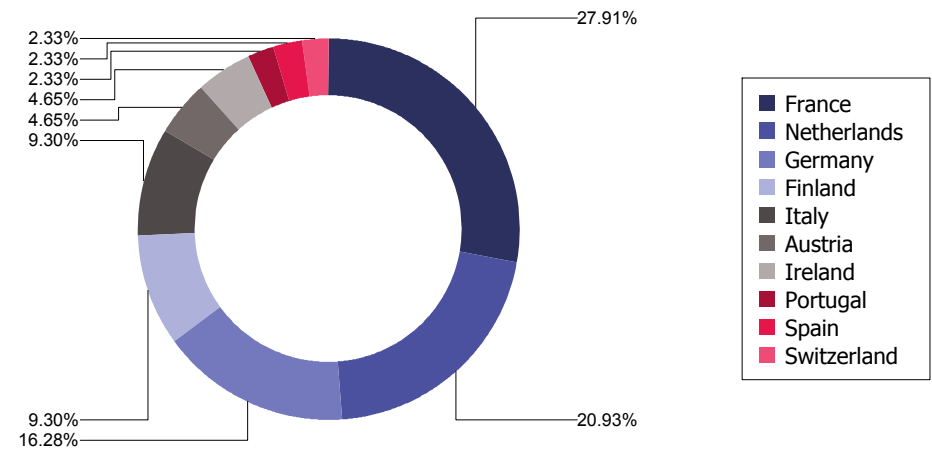
Vote Alignment with Management



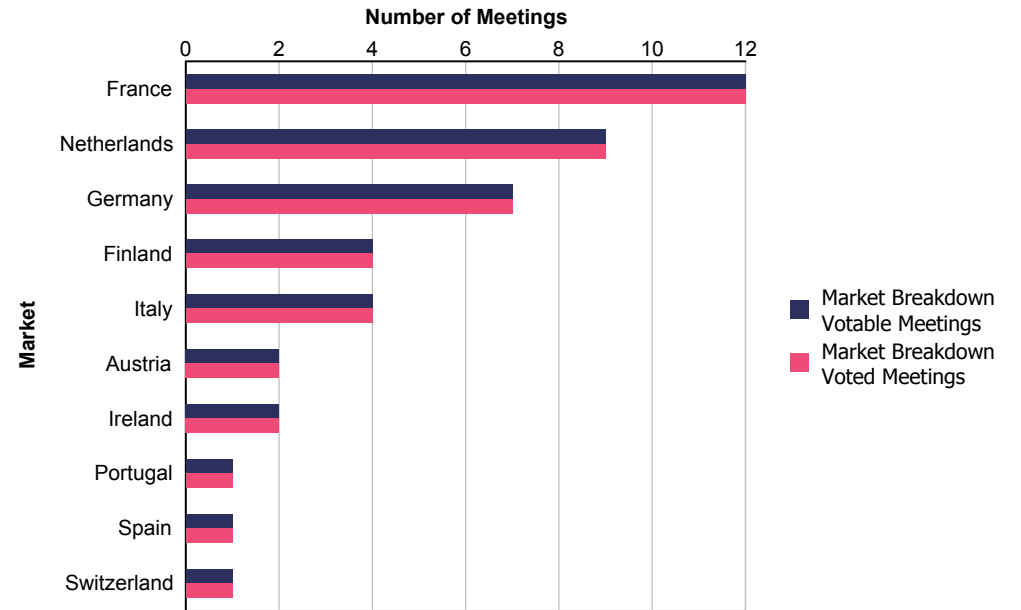
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	12	12	100.00%
Netherlands	9	9	100.00%
Germany	7	7	100.00%
Finland	4	4	100.00%
Italy	4	4	100.00%
Austria	2	2	100.00%
Ireland	2	2	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	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Stora Enso Oyj	20-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsoola as New Director	Abstain
Andritz AG	21-Mar-24	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Andritz AG	21-Mar-24	Austria	G	Routine Business - Routine Business	Other Business	10.1. New/Amended Proposals from Shareholders	Against
Andritz AG	21-Mar-24	Austria	G	Routine Business - Routine Business	Other Business	10.2. New/Amended Proposals from Management and Supervisory Board	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Neste Corp.	27-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Neste Corp.	27-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipila (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Against
Alfen NV	09-Apr-24	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9b. Amend Articles of Association of the Company II	Against
EDP-Energias de Portugal SA	10-Apr-24	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
ERG SpA	23-Apr-24	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.2.1. Slate 1 Submitted by SQ Renewables SpA	Against
ERG SpA	23-Apr-24	Italy	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3.3. Elect Edoardo Garrone as Board Chair	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ERG SpA	23-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against
ERG SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.2. Approve Second Section of the Remuneration Report	Against
ERG SpA	23-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Metso Corp.	25-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
LU-VE SpA	29-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
LU-VE SpA	29-Apr-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Company Bylaws Re: Article 12	Against
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Chairman and CEO	Against
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Bertrand Dumazy, Chairman and CEO	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
KION GROUP AG	29-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Corporacion Acciona Energias Renovables SA	06-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Elect BPIFRANCE INVESTISSEMENT as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Christine Anglade as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Claude Ehlinger as Director	Against
Forsee Power SA	21-Jun-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Forsee Power SA	21-Jun-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	17. Appoint BALLARD POWER SYSTEMS Inc. as Censor	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Christophe Gurtner, Chairman and CEO	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Chairman and CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	27. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Million	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	28. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Million	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	29. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.5 Million	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	30. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 27 to 29	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	31. 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	21-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	32. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 3 Million	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	33. Authorize Capital Increase of Up to EUR 3 Million for Future Exchange Offers	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	36. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	37. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Kalray SA	25-Jun-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	5. Reelect Gil Delfassy as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect EUREKAP ! as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect CEA Investissement as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Safran Corporate Ventures as Supervisory Board Member	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Bpifrance Investissement as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	10. Reelect Alliance Ventures BV as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect Erwan Menard as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	12. Reelect Sean Pitonak as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Henri Richard as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	24. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-23	Against
Kalray SA	25-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 223,000 Shares for Use in Stock Option Plans	Against
Kalray SA	25-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 223,000 Shares for Use in Restricted Stock Plans	Against
Kalray SA	25-Jun-24	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	29. Authorize Issuance of 223,000 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PSI Software SE	26-Jul-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	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	20-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Stora Enso Oyj	20-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsola as New Director	Abstain
Andritz AG	21-Mar-24	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Valmet Corp.	21-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Neste Corp.	27-Mar-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Neste Corp.	27-Mar-24	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipilä (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Against
Alfen NV	09-Apr-24	Netherlands	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	9b. Amend Articles of Association of the Company II	Against
EDP-Energias de Portugal SA	10-Apr-24	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
ERG SpA	23-Apr-24	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	5. Approve Long Term Incentive Plan	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ERG SpA	23-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.2. Approve Second Section of the Remuneration Report	Against
ERG SpA	23-Apr-24	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Company Bylaws	Against
Metso Corp.	25-Apr-24	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
LU-VE SpA	29-Apr-24	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.1. Approve Remuneration Policy	Against
LU-VE SpA	29-Apr-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Company Bylaws Re: Article 12	Against
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Chairman and CEO	Against
Edenred SA	07-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Bertrand Dumazy, Chairman and CEO	Against
DSM-Firmenich AG	07-May-24	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-May-24	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-May-24	France	G	Director Election - Director Election	Elect Director	11. Elect Groupe Industriel Marcel Dassault SAS as Director	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-May-24	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
KION GROUP AG	29-May-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Corporacion Acciona Energias Renovables SA	06-Jun-24	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	6. Elect BPIFRANCE INVESTISSEMENT as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	7. Reelect Christine Anglade as Director	Against
Bureau Veritas SA	20-Jun-24	France	G	Director Election - Director Election	Elect Director	8. Reelect Claude Ehlinger as Director	Against
Forsee Power SA	21-Jun-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
Forsee Power SA	21-Jun-24	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	17. Appoint BALLARD POWER SYSTEMS Inc. as Censor	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Christophe Gurtner, Chairman and CEO	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Chairman and CEO	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	27. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Million	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	28. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Million	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	29. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.5 Million	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	21-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	30. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 27 to 29	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	31. 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	21-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	32. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 3 Million	Against
Forsee Power SA	21-Jun-24	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	33. Authorize Capital Increase of Up to EUR 3 Million for Future Exchange Offers	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	36. Authorize up to 5 Percent of Issued Capital for Use in Stock Option Plans	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	37. Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Forsee Power SA	21-Jun-24	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	39. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Kalray SA	25-Jun-24	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	5. Reelect Gil Delfassy as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	6. Reelect EUREKAP ! as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	7. Reelect CEA Investissement as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	8. Reelect Safran Corporate Ventures as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	9. Reelect Bpifrance Investissement as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	10. Reelect Alliance Ventures BV as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	11. Reelect Erwan Menard as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	12. Reelect Sean Pitonak as Supervisory Board Member	Against
Kalray SA	25-Jun-24	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Henri Richard as Supervisory Board Member	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4 Million	Against
Kalray SA	25-Jun-24	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	24. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-23	Against
Kalray SA	25-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 223,000 Shares for Use in Stock Option Plans	Against
Kalray SA	25-Jun-24	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 223,000 Shares for Use in Restricted Stock Plans	Against
Kalray SA	25-Jun-24	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	29. Authorize Issuance of 223,000 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Against
PSI Software SE	26-Jul-24	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against

Unvoted Meetings

There are no unvoted meetings.