

Compte rendu sur la mise en œuvre de la politique d'engagement actionnarial et d'exercice des droits de vote EXERCICE 2023

Exercice des droits de vote au cours de l'année 2023

CLAY AM s'est engagée à exercer ses droits de vote pour toutes les sociétés détenues en portefeuille dès lors que la société de gestion, au travers des OPC qu'elle gère, détient au moins 3% du capital ou des droits de vote de l'émetteur. Ce seuil n'est néanmoins pas un frein à l'exercice des droits de vote.

L'équipe de gestion de CLAY AM se réserve par ailleurs le droit de ne pas voter si :

- des lenteurs administratives empêchent l'exercice des droits de vote dans de bonnes conditions,
- les coûts liés aux votes sont jugés excessifs,
- lorsque des mécanismes de blocage de titre existent et rendent plus complexe la cession rapide des valeurs en portefeuille,

Ces restrictions concernent notamment les zones géographiques suivantes : Suisse, Brésil, Islande, Norvège, Egypte, Pologne, Hongrie, Suède.

CLAY AM exerce ses droits de vote par correspondance via la plateforme de vote électronique Proxy Voting d'ISS (Institutional Shareholders Services) mais se réserve le droit de participer aux assemblées générales.

En 2023, CLAY AM a voté à 79 assemblées générales via la plateforme de vote électronique Proxy Voting d'ISS. Des informations détaillées sur les votes effectués sont disponibles en Annexe.

Dialogue avec les sociétés détenues

CLAY AM s'efforce de dialoguer avec les sociétés dans lesquelles les fonds investissent. Ces échanges sont des éléments clefs dans la compréhension des enjeux et des pratiques des entreprises, et un moyen de les inciter à s'améliorer continuellement dans une stratégie de long terme. Ces dialogues se déroulent notamment lors de réunions, de conférences téléphoniques, par correspondance ou encore lors de participation aux Assemblées Générales. Ces réunions offrent l'occasion de rencontrer le management des sociétés, permettant ainsi aux gérants d'approfondir leurs réflexions et convictions, positives comme négatives, sur une entreprise, son management et par la même occasion sa gouvernance. Ces contacts donnent l'occasion à l'équipe de gestion de se familiariser avec les informations en matières d'ESG que les directions d'entreprises sont de plus en plus nombreuses à communiquer. Cette démarche s'intègre dans la volonté de CLAY AM d'intégrer ces paramètres dans ses processus d'investissement et de suivi.

En 2023, CLAY AM a dialogué avec 41 sociétés. Les thématiques « ESG » ont été abordées dans la majorité de ces rencontres.

Thématiques ESG abordées au cours de ces rencontres	
Thématiques Environnement	31
Thématiques Social	20
Thématiques Gouvernance	19

Identification de conflits d'intérêts

Aucune situation de conflits d'intérêts n'a été identifiée en 2023.

Annexe
Informations détaillées sur les votes effectués
Board Statistics Report ISS

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: 12/29/22 to 12/29/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	110	
Number of meetings voted	79	71.82%
Number of meetings with at least 1 vote Against, Withhold or Abstain	33	30.00%

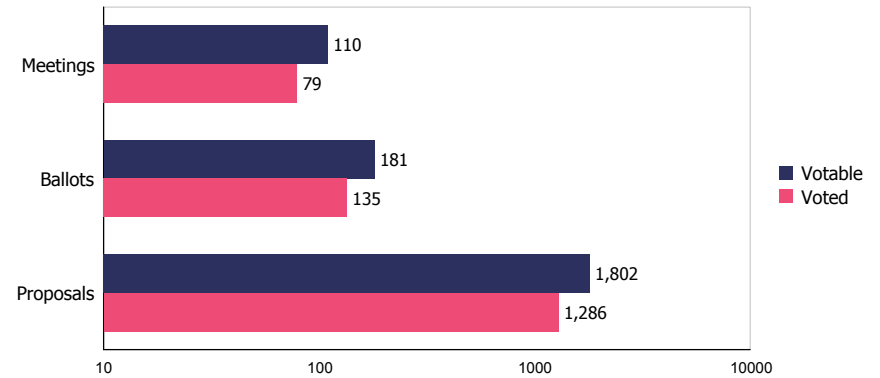
Ballot Overview

Category	Number	Percentage
Number of votable ballots	181	
Number of ballots voted	135	74.59%

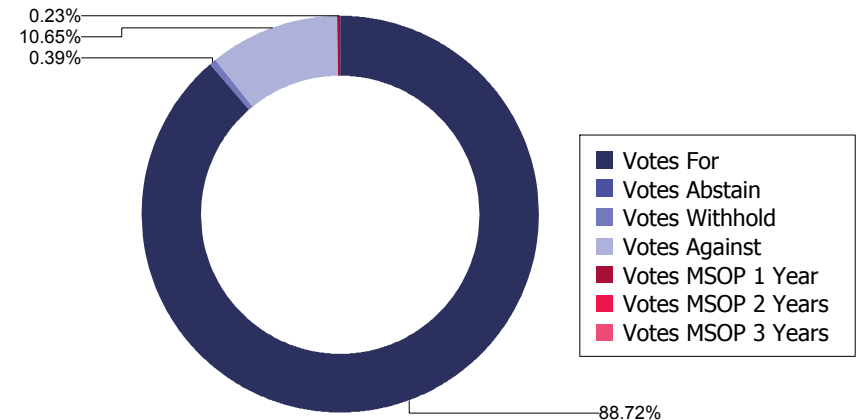
Proposal Overview

Category	Number	Percentage
Number of votable items	1,802	
Number of items voted	1,286	71.37%
Number of votes FOR	1,141	88.72%
Number of votes AGAINST	137	10.65%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	5	0.39%
Number of votes on MSOP Frequency 1 Year	3	0.23%
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	1,286	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,147	89.19%
Number of votes Against Mgmt	139	10.81%
Number of votes on MSOP (exclude frequency)	93	7.23%
Number of votes on Shareholder Proposals	12	0.93%

Voting Statistics



Vote Cast Statistics

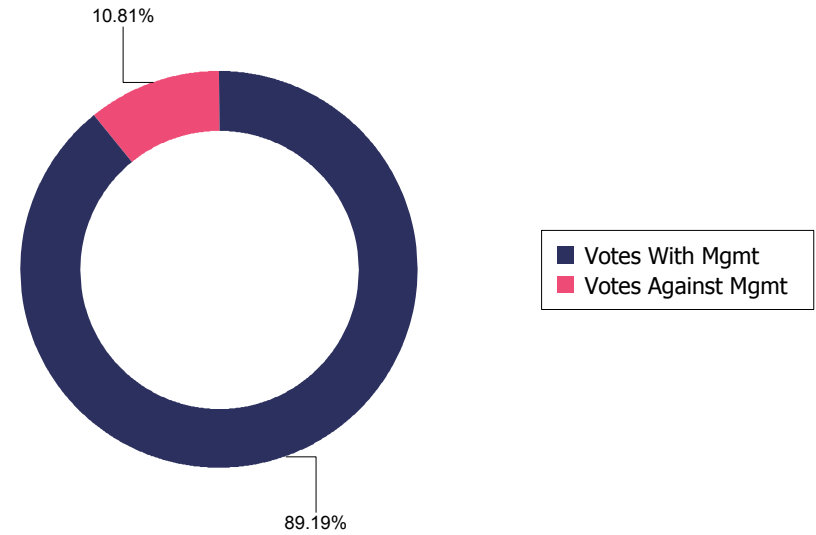


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

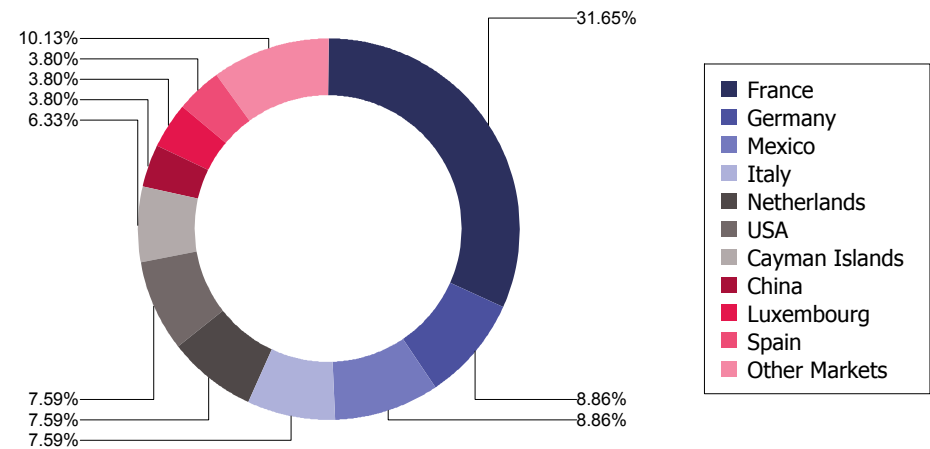
Vote Alignment with Management



Market Breakdown

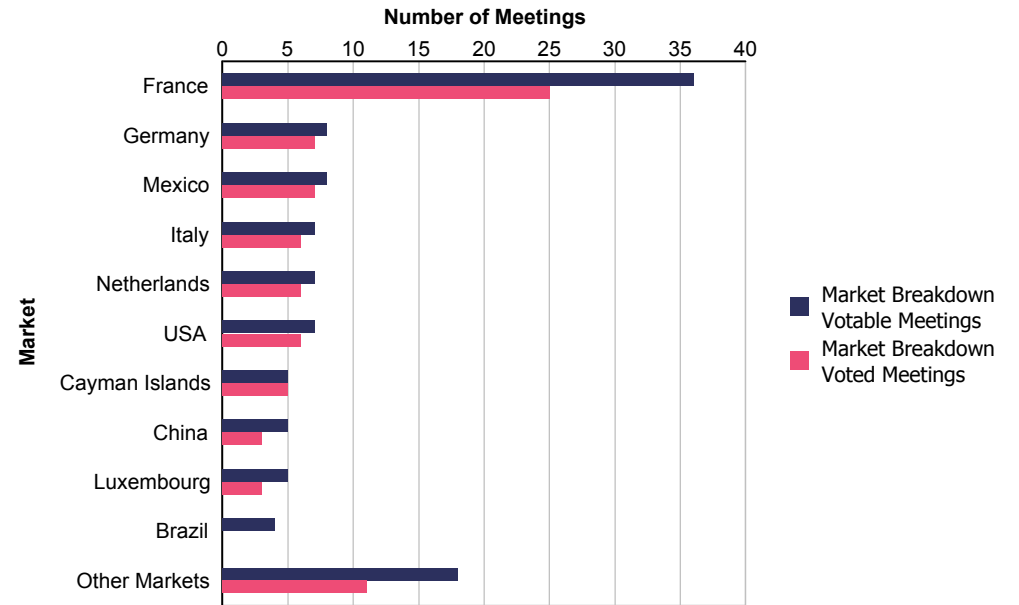
Market	Votable Meetings	Voted Meetings	Percentage
France	36	25	69.44%
Germany	8	7	87.50%
Mexico	8	7	87.50%
Italy	7	6	85.71%
Netherlands	7	6	85.71%
USA	7	6	85.71%
Cayman Islands	5	5	100.00%
China	5	3	60.00%
Luxembourg	5	3	60.00%
Brazil	4	0	0.00%
Ireland	3	2	66.67%
Spain	3	3	100.00%
Indonesia	2	2	100.00%
Switzerland	2	0	0.00%
Thailand	2	1	50.00%
Australia	1	1	100.00%
Finland	1	0	0.00%
Portugal	1	0	0.00%
Taiwan	1	1	100.00%
Turkey	1	0	0.00%

Meetings Voted by Market



Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
United Kingdom	1	1	100.00%



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Director Election - Director Election	Elect Director	5.1.2. Elect Khunying Wanna Sirivadhanabhakdi as Director	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Routine Business - Routine Business	Other Business	10. Other Business	Against
Pinduoduo Inc.	08-Feb-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director George Yong-Boon Yeo	Against
PT Bank Rakyat Indonesia (Persero) Tbk	13-Mar-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	8. Approve Changes in the Boards of the Company	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
UniCredit SpA	31-Mar-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
The Boeing Company	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Boeing Company	18-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks Related to Operations in China	Against
Hermes International SCA	20-Apr-23	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-23	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-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against
Hermes International SCA	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-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
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josée Kravis 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 Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollere as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	4. Elect or Ratify CEO, Directors, Secretary (Non-Member) and Deputy Secretary (Non-Member); Approve their Remuneration	Against
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Related - Committee Election	Elect Members of Audit Committee (Bundled)	5. Elect or Ratify Members of Audit and Corporate Practices Committee; Approve their Remuneration	Against
Prada SpA	27-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	5. Approve Terms of Severance Agreement with CEO	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prada SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
Intesa Sanpaolo 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
ArcelorMittal SA	02-May-23	Luxembourg	G	Director Election - Director Election	Elect Director	VIII. Reelect Lakshmi Niwas Mittal as Director	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Nexi SpA	04-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
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
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
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

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ipsos SA	15-May-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
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Laurence Stoclet, Vice-CEO from January 1, 2022 to September 30, 2022 (Advisory)	Against
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Henri Wallard, Vice-CEO from January 1, 2022 to May 17, 2022 (Advisory)	Against
Ipsos SA	15-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	20. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Eramet SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Christel Bories, Chairwoman and CEO	Against
Eramet SA	23-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	GHG Emissions	26. Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Valerie Lorentz-Poinsot, CEO	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Jean-Christophe Bayssat, Vice-CEO	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of CEO	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Vice-CEOs	Against
Boiron SA	25-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	22. 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
Boiron SA	25-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H Shares and Non-listed Shares	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	9. Approve Issuance of Debt Financing Instruments	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of CEO	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman of the Board	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Directors	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500,000	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500,000	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	16. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 500,000	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 84,663	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Abivax SA	05-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	18. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	19. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 23	Against
Abivax SA	05-Jun-23	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
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 500,000 for Future Exchange Offers	Against
Abivax SA	05-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
Abivax SA	05-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	25. Approve Issuance of Warrants (Bons) Reserved for Services Providers, Consultants, Employees and Executives, up to 10 Percent of Issued Share Capital	Against
Abivax SA	05-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
BYD Company Limited	08-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantees by the Group	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
Valneva SE	21-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
Valneva SE	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Valneva SE	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Thomas Lingelbach, Chairman of the Management Board	Against
Valneva SE	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Management Board Members	Against
Valneva SE	21-Jun-23	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 4,600,000	Against
Valneva SE	21-Jun-23	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 20 Percent of Issued Capital	Against
Valneva SE	21-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	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Valneva SE	21-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4,600,000	Against
Valneva SE	21-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-20 and 22	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valneva SE	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Against
Valneva SE	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	23-Aug-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against
L'Occitane International S.A.	27-Sep-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
L'Occitane International S.A.	27-Sep-23	Luxembourg	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9C. Authorize Reissuance of Repurchased Shares	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2d. Elect Antonia Korsanos as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2f. Elect Lauri Shanahan as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Performance Rights to Tim Ford	Against
Valneva SE	20-Dec-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Executive Corporate Officers	Against
Valneva SE	20-Dec-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 Aggregate Nominal Amount of EUR 4,600,000	Against
Valneva SE	20-Dec-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 up to 20 Percent of Issued Capital Per Year for Private Placements	Against
Valneva SE	20-Dec-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	16. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Valneva SE	20-Dec-23	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 Beneficiarie, up to Aggregate Nominal Amount of EUR 4,600,000	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valneva SE	20-Dec-23	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 Above Under Items 13-15 and 17	Against
Valneva SE	20-Dec-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	22. Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Against
Valneva SE	20-Dec-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	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
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Director Election - Director Election	Elect Director	5.1.2. Elect Khunying Wanna Sirivadhanabhakdi as Director	Against
Thai Beverage Public Company Limited	27-Jan-23	Thailand	G	Routine Business - Routine Business	Other Business	10. Other Business	Against
Pinduoduo Inc.	08-Feb-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director George Yong-Boon Yeo	Against
PT Bank Rakyat Indonesia (Persero) Tbk	13-Mar-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	8. Approve Changes in the Boards of the Company	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Remuneration Policy	Against
UniCredit SpA	31-Mar-23	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	7. Approve 2023 Group Incentive System	Against
The Boeing Company	18-Apr-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
The Boeing Company	18-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	For
The Boeing Company	18-Apr-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	8. Report on Climate Lobbying	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Boeing Company	18-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	9. Report on Median Gender/Racial Pay Gap	For
Hermes International SCA	20-Apr-23	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-23	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-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	20-Apr-23	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-23	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-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Dorothee Altmayer as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Renaud Mommeja as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	16. Reelect Eric de Seynes as Supervisory Board Member	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against
Hermes International SCA	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Hermes International SCA	20-Apr-23	France	G	Miscellaneous - Miscellaneous	Company Specific Organization Related	26. Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against
Hermes International SCA	20-Apr-23	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	27. Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	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-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-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
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	5. Reelect Delphine Arnault as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Antonio Belloni as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Election - Director Election	Elect Director	7. Reelect Marie-Josee Kravis as Director	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	11. Renew Appointment of Lord Powell of Bayswater as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	12. Appoint Diego Della Valle as Censor	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	13. Approve Compensation Report of Corporate Officers	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	26. Authorize Capital Increase of Up to EUR 20 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
LVMH Moet Hennessy Louis Vuitton SE	20-Apr-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	28. Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against
L'Oreal SA	21-Apr-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Frederic Crepin, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Stephane Roussel, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Francois Laroze, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Claire Leost, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Celine Merle-Beral, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Maxime Saada, Management Board Member	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of Supervisory Board Members and Chairman	Against
Vivendi SE	24-Apr-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	20. Approve Remuneration Policy of Management Board Members	Against
Vivendi SE	24-Apr-23	France	G	Director Election - Director Election	Elect Supervisory Board Member	21. Reelect Cyrille Bollore as Supervisory Board Member	Against
Vivendi SE	24-Apr-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Directed Share Repurchase Program	26. Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	4. Elect or Ratify CEO, Directors, Secretary (Non-Member) and Deputy Secretary (Non-Member); Approve their Remuneration	Against
Grupo Bimbo SAB de CV	26-Apr-23	Mexico	G	Director Related - Committee Election	Elect Members of Audit Committee (Bundled)	5. Elect or Ratify Members of Audit and Corporate Practices Committee; Approve their Remuneration	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prada SpA	27-Apr-23	Italy	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	5. Approve Terms of Severance Agreement with CEO	Against
Prada SpA	27-Apr-23	Italy	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Directors	Against
ArcelorMittal SA	02-May-23	Luxembourg	G	Director Election - Director Election	Elect Director	VIII. Reelect Lakshmi Niwas Mittal as Director	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Nexi SpA	04-May-23	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	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
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
Ipsos SA	15-May-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
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Laurence Stoclet, Vice-CEO from January 1, 2022 to September 30, 2022 (Advisory)	Against
Ipsos SA	15-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Henri Wallard, Vice-CEO from January 1, 2022 to May 17, 2022 (Advisory)	Against
Ipsos SA	15-May-23	France	G	Compensation - Directors' Compensation	Remuneration-Related	20. Approve Compensation Report of Corporate Officers	Against
EssilorLuxottica SA	17-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Chairman and CEO	Against
Eramet SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Christel Bories, Chairwoman and CEO	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eramet SA	23-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Valerie Lorentz-Poinsot, CEO	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Jean-Christophe Bayssat, Vice-CEO	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	18. Approve Remuneration Policy of CEO	Against
Boiron SA	25-May-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	19. Approve Remuneration Policy of Vice-CEOs	Against
Boiron SA	25-May-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	22. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Boiron SA	25-May-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Against
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	GHG Emissions	A. Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	For
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H Shares and Non-listed Shares	Against
Shandong Weigao Group Medical Polymer Company Limited	29-May-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	9. Approve Issuance of Debt Financing Instruments	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of CEO	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman of the Board	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of CEO	Against
Abivax SA	05-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Directors	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. 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
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	14. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500,000	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500,000	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	16. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 500,000	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 84,663	Against
Abivax SA	05-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	18. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	19. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 23	Against
Abivax SA	05-Jun-23	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
Abivax SA	05-Jun-23	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	22. Authorize Capital Increase of Up to EUR 500,000 for Future Exchange Offers	Against
Abivax SA	05-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	24. Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against
Abivax SA	05-Jun-23	France	G	Compensation - Compensation	Approve/Amend Issuance of Warrants Reserved for Founders	25. Approve Issuance of Warrants (Bons) Reserved for Services Providers, Consultants, Employees and Executives, up to 10 Percent of Issued Share Capital	Against
Abivax SA	05-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	26. Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Alexander Karp	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Stephen Cohen	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Peter Thiel	Withhold
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Alexander Moore	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Palantir Technologies, Inc.	06-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Alexandra Schiff	Withhold
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
BYD Company Limited	08-Jun-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve/Amend Loan Guarantee to Subsidiary	7. Approve Provision of Guarantees by the Group	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Against
BYD Company Limited	08-Jun-23	China	G	Capitalization - Capital Issuance	Approve Issuance of Warrants/Convertible Debentures	11. Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Against
Valneva SE	21-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
Valneva SE	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Management Board Members	Against
Valneva SE	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Thomas Lingelbach, Chairman of the Management Board	Against
Valneva SE	21-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Management Board Members	Against
Valneva SE	21-Jun-23	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 4,600,000	Against
Valneva SE	21-Jun-23	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 20 Percent of Issued Capital	Against
Valneva SE	21-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	21. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valneva SE	21-Jun-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 4,600,000	Against
Valneva SE	21-Jun-23	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-20 and 22	Against
Valneva SE	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	27. Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Against
Valneva SE	21-Jun-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	28. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Valneva SE	21-Jun-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	29. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Prosus NV	23-Aug-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Prosus NV	23-Aug-23	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	12. Authorize Repurchase of Shares	Against
L'Occitane International S.A.	27-Sep-23	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	9A. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
L'Occitane International S.A.	27-Sep-23	Luxembourg	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	9C. Authorize Reissuance of Repurchased Shares	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2d. Elect Antonia Korsanos as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2f. Elect Lauri Shanahan as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Performance Rights to Tim Ford	Against
Valneva SE	20-Dec-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Executive Corporate Officers	Against
Valneva SE	20-Dec-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 Aggregate Nominal Amount of EUR 4,600,000	Against
Valneva SE	20-Dec-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 up to 20 Percent of Issued Capital Per Year for Private Placements	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valneva SE	20-Dec-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	16. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Valneva SE	20-Dec-23	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 Beneficiarie, up to Aggregate Nominal Amount of EUR 4,600,000	Against
Valneva SE	20-Dec-23	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 Above Under Items 13-15 and 17	Against
Valneva SE	20-Dec-23	France	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	22. Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Against
Valneva SE	20-Dec-23	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Valneva SE	20-Dec-23	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

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Mercedes-Benz Group AG	03-May-23	Annual	Germany	1700664
Nokia Oyj	04-Apr-23	Annual	Finland	1702163
Shandong Weigao Group Medical Polymer Company Limited	30-Dec-22	Extraordinary Shareholders	China	1702762
Derichebourg SA	31-Jan-23	Annual/Special	France	1706325
Stellantis NV	13-Apr-23	Annual	Netherlands	1712247
Dufry AG	08-May-23	Annual	Switzerland	1715936
Lyxor Index Fund - Lyxor STOXX Europe 600 Automobiles & Parts UCITS ETF	27-Feb-23	Annual	Luxembourg	1716521
Renault SA	11-May-23	Annual/Special	France	1718558
Wal-Mart de Mexico SAB de CV	30-Mar-23	Annual	Mexico	1725218
Ambev SA	28-Apr-23	Annual/Special	Brazil	1727180
EDP-Energias de Portugal SA	12-Apr-23	Annual	Portugal	1728413
Ping An Insurance (Group) Company of China, Ltd.	12-May-23	Annual	China	1729300
Sappe Public Co., Ltd.	27-Apr-23	Annual	Thailand	1729489

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Xtrackers II iTraxx Crossover Short Daily Swap UCITS ETF	21-Apr-23	Annual	Luxembourg	1730447
Embraer SA	28-Apr-23	Annual	Brazil	1739507
Tesla, Inc.	16-May-23	Annual	USA	1741095
Petroleo Brasileiro SA	27-Apr-23	Annual	Brazil	1742329
Coca-Cola HBC AG	17-May-23	Annual	Switzerland	1743351
Union +	27-Apr-23	Annual/Special	France	1743445
BIM Birlesik Magazalar AS	16-May-23	Annual	Turkey	1744497
Carrefour SA	26-May-23	Annual/Special	France	1746078
Crossject SA	07-Jun-23	Annual/Special	France	1755453
Transition SA	16-Jun-23	Annual/Special	France	1758598
Multi Units France - Lyxor CAC 40 (DR) UCITS ETF	25-May-23	Ordinary Shareholders	France	1759038
Transition SA	14-Sep-23	Extraordinary Shareholders	France	1780337
MedinCell SA	12-Sep-23	Annual/Special	France	1780715
Carel Industries SpA	14-Sep-23	Extraordinary Shareholders	Italy	1780938
Compagnie de Phalsbourg SARL	26-Oct-23	Bondholder	France	1798019
La Francaise de l'Energie SA	30-Nov-23	Annual/Special	France	1799476
Petroleo Brasileiro SA	30-Nov-23	Extraordinary Shareholders	Brazil	1803312
CORUM Butler Credit Strategies ICAV - Butler Credit Opportunities Fund	14-Dec-23	Special	Ireland	1808041