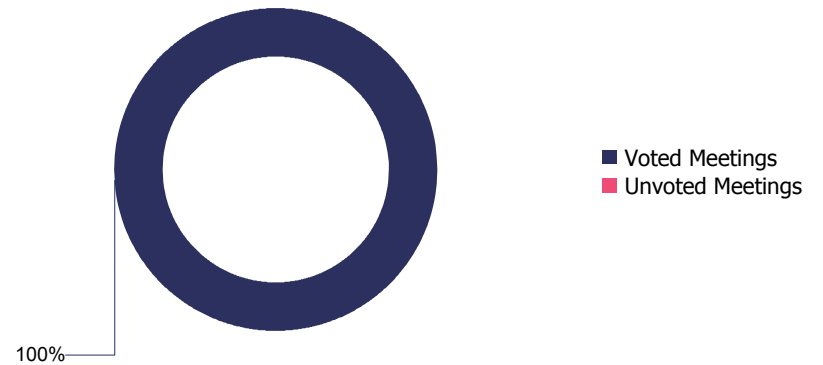


Meeting Overview

Category	Number
Votable Meetings	116
Meetings Voted	116
Proxy Contests Voted	0
Meetings with Against Management Votes	69
Meetings with Against ISS Votes	23

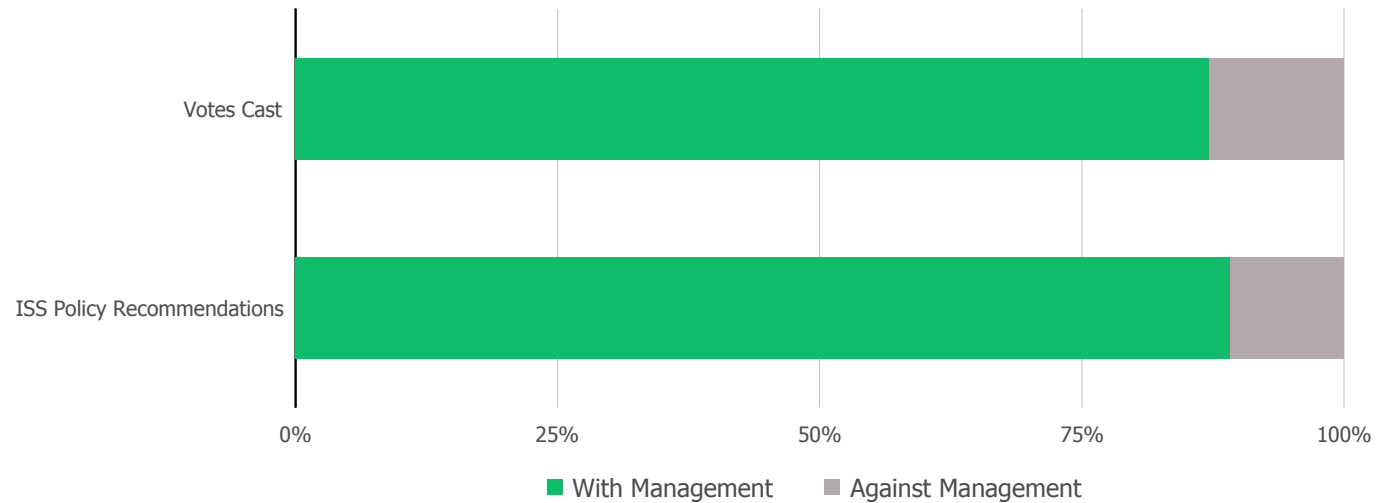
Comparison of Meetings Voted



With 116 meetings available to vote during the period, 116 were voted, equating to approximately 100% of the votable meetings with close to 0% unvoted.

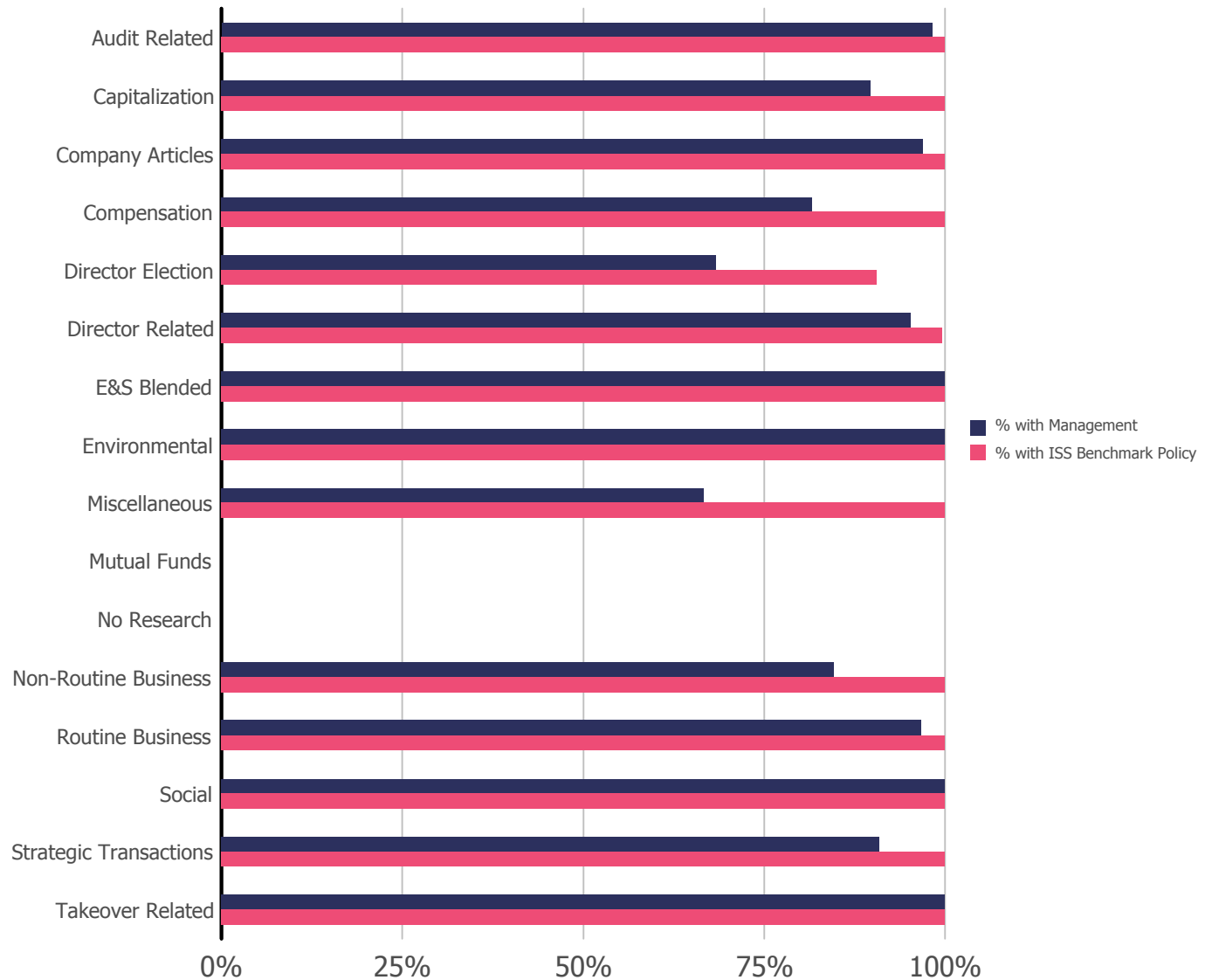
Alignment with Management

- > Comparing vote cast alignment with management recommendations highlights similarities and differences between your governance philosophies and the investee's approach to key corporate governance issues.
- > The votes cast on VP Bank AG (Liechtenstein) ballots during the reporting period are aligned with management recommendations in 87% of cases, while the ISS Benchmark Policy recommendations are at 89% alignment with management recommendations.



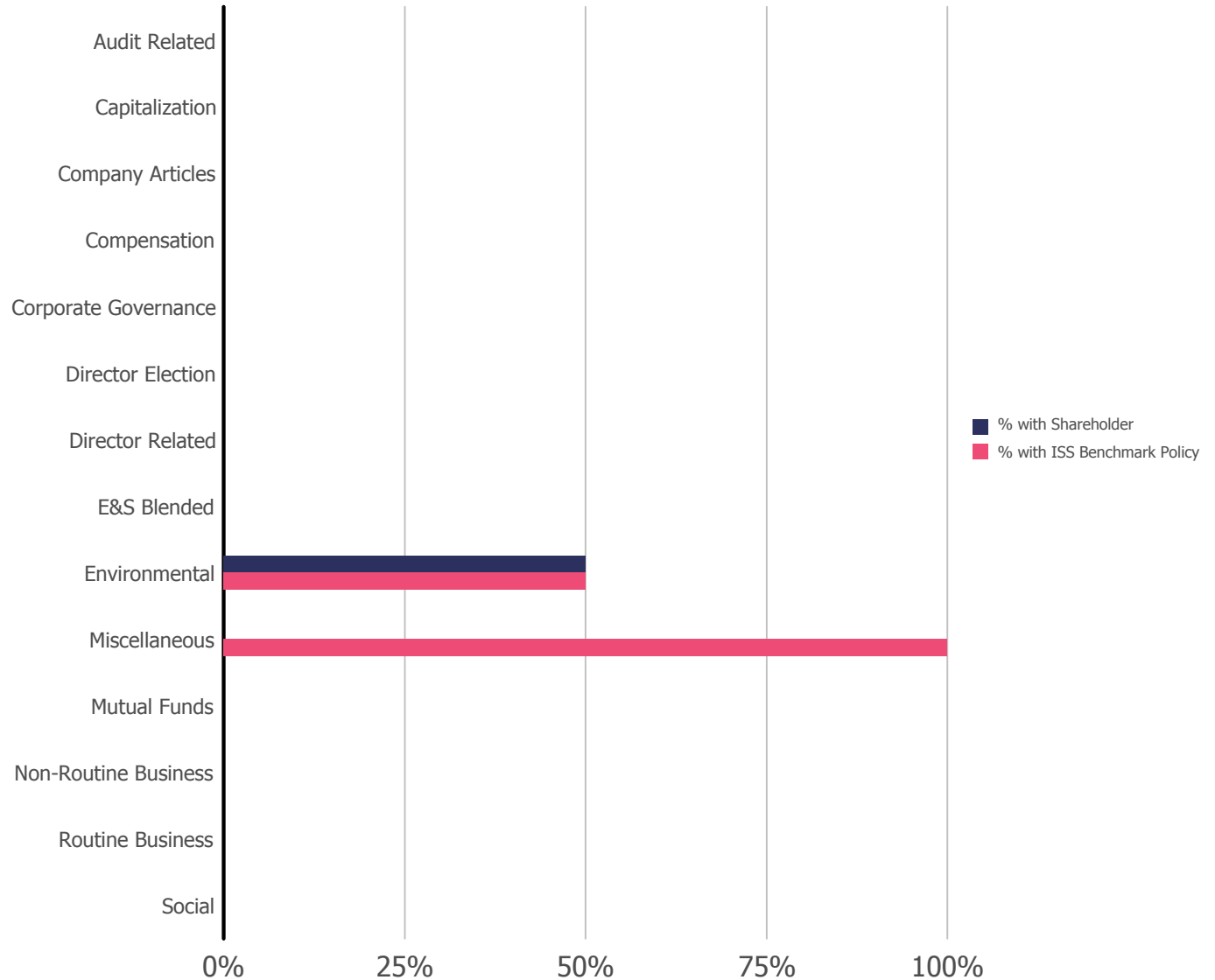
Votes Cast on Management Proposal Categories

- › Comparing the votes cast in support of Management proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- › Votes cast during the reporting period were least in line with management on Miscellaneous matters, where only 67% of votes followed management recommendations.
- › Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Votes Cast on Shareholder Proposal Categories

- › Comparing the votes cast in support of Shareholder proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- › Votes cast during the reporting period show the highest level of support for shareholder proposals related to Environmental, at 50% and the lowest level of support for shareholder proposals related to Miscellaneous, with 0% of proposals supported.
- › Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Sector	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Communication Services	100%	20%	8%	1%
Consumer Discretionary	100%	33%	22%	1%
Consumer Staples	100%	0%	9%	3%
Energy	100%	0%	17%	8%
Financials	100%	0%	5%	1%
Health Care	100%	30%	19%	5%
Industrials	100%	32%	11%	2%
Information Technology	100%	13%	20%	2%
Materials	100%	10%	12%	3%
Real Estate	100%	0%	0%	0%
Utilities	100%	0%	23%	4%
TOTALS	100%	19%	13%	2%

Region	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Africa	N/A	N/A	N/A	N/A
Americas	100%	0%	14%	14%
Antarctica	N/A	N/A	N/A	N/A
Asia	N/A	N/A	N/A	N/A
Europe	100%	19%	13%	2%
North America	N/A	N/A	N/A	N/A
Oceania	N/A	N/A	N/A	N/A
Unknown	N/A	N/A	N/A	N/A
TOTALS	100%	19%	13%	2%

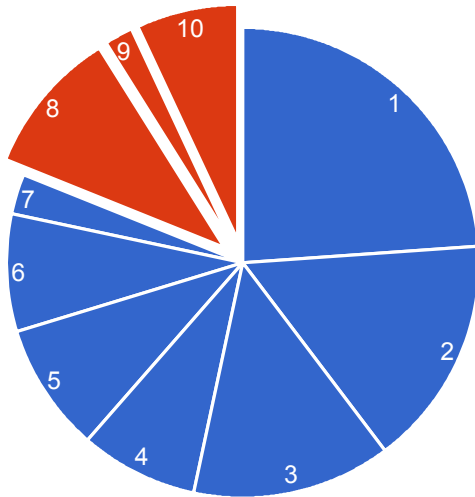
¹Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Largest Portfolio Positions with High Governance Risk

The table below highlights the top 15 largest positions for those companies deemed high-risk, as indicated by an ISS Governance QualityScore between 8 and 10. Companies are only shown if they held a meeting during the reporting period.

Portfolio Risk by ISS Governance QualityScore



19%² of the companies within your portfolio that held meetings during the reporting period are high risk, falling within the ISS Governance QualityScore range of **10** through **8**.

Company	Ticker	Estimated Position Value (USD) ¹	ISS Governance QualityScore	Board Structure	Compensation/Remuneration	Shareholder Rights & Takeover Defenses	Audit & Risk Oversight
Hochtief AG	HOT	2.2 M	8	7	8	6	1
TRATON SE	8TRA	1.7 M	10	7	8	6	10
Maire Tecnimont SpA	MAIRE	1.2 M	9	8	8	8	7
KION GROUP AG	KGX	1.1 M	10	9	9	1	6
Evonik Industries AG	EVK	1.1 M	10	10	8	6	3
Hermes International SCA	RMS	995,838.4	8	7	8	10	6
Addtech AB	ADDT.B	708,418.0	8	6	9	8	3
Tokmanni Group Oyj	TOKMAN	649,711.2	8	6	8	4	1
LVMH Moet Hennessy Louis Vuitton SE	MC	615,125.9	10	9	10	7	4
Hellenic Telecommunications Organization SA	HTO	569,591.7	9	8	9	2	3
TAKKT AG	TTK	477,473.5	8	6	9	6	7
Kone Oyj	KNEBV	431,314.0	8	7	7	9	2
Bauer AG	B5A	429,861.0	10	9	8	1	8
Borussia Dortmund GmbH & Co. KGaA	BVB	366,613.7	10	10	10	1	7
SEB SA	SK	249,933.1	8	8	7	10	5

ISS Governance QualityScore is a data driven scoring and screening solution designed to identify governance risk within companies. ISS Governance QualityScore is derived from publicly disclosed data on the company's governance practices. Scores indicate decile rank relevant to index or region. For more information on ISS Governance QualityScore, visit <https://www.issgovernance.com/solutions/iss-analytics/qualityscore/>.

¹Estimated values are based on shares held on record date for the company's most recently held meeting during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

²Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Contested Meetings Overview

There is no applicable content to display for the reporting period.

*Values are based on shares held on record date for the company's meeting held during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

Contested Meetings & Largest Portfolio Positions with High Governance Risk Meeting Details

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Kone Oyj	KNEBV	1711803	28-Feb-2023	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	4	Acknowledge Proper Convening of Meeting	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	5	Prepare and Approve List of Shareholders	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	7	Accept Financial Statements and Statutory Reports	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	9	Approve Discharge of Board and President	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	10	Approve Remuneration Report (Advisory Vote)	For		Against	
Kone Oyj	KNEBV	1711803	28-Feb-2023	11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	12	Fix Number of Directors at Nine	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.a	Reelect Matti Alahuhta as Director	For		Against	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.b	Reelect Susan Duinhoven as Director	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.c	Elect Marika Fredriksson as New Director	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.d	Reelect Antti Herlin as Director	For		Against	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.e	Reelect Iris Herlin as Director	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.f	Reelect Jussi Herlin as Director	For		Against	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.g	Reelect Ravi Kant as Director	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.h	Elect Marcela Manubens as New Director	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	13.i	Reelect Krishna Mikkilineni as Director	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	14	Approve Remuneration of Auditors	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	16	Ratify Ernst & Young as Auditors	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	17	Amend Articles Re: Company Business; General Meeting Participation	For		Against	
Kone Oyj	KNEBV	1711803	28-Feb-2023	18	Authorize Share Repurchase Program	For		For	
Kone Oyj	KNEBV	1711803	28-Feb-2023	19	Approve Issuance of Shares and Options without Preemptive Rights	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	7	Accept Financial Statements and Statutory Reports	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	8	Approve Allocation of Income and Dividends of EUR 0.76 Per Share	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	9	Approve Discharge of Board and President	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	10	Approve Remuneration Report (Advisory Vote)	For		Against	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	11	Approve Remuneration of Directors in the Amount of EUR 84,000 for Chairman, and EUR 30,000 for Other Directors; Approve Meeting Fees; Approve Remuneration of Committee Chairmen	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	12	Fix Number of Directors at Six	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	13	Reelect Seppo Saastamoinen (Chair), Therese Cedercreutz, Erkki Jarvinen, Ulla Lettijeffer and Harri Sivula as Directors; Elect Mikko Bergman as New Director	For		Against	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	14	Approve Remuneration of Auditors	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	15	Ratify PricewaterhouseCoopers as Auditors	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	16	Authorize Share Repurchase Program	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	17	Approve Issuance of up to 2.9 Million Shares without Preemptive Rights	For		For	
Tokmanni Group Oyj	TOKMAN	1688800	22-Mar-2023	18	Allow Shareholder Meetings to be Held by Electronic Means Only	For		Against	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	1.1	Accept Financial Statements and Statutory Reports	For		For	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	1.2	Approve Allocation of Income	For		For	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	2.1	Approve Remuneration Policy	For		Against	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	2.2	Approve Second Section of the Remuneration Report	For		Against	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	3	Elect Alessandro Bernini as Director and Approve Director's Remuneration	For		For	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	4.1	Approve Maire Tecnimont Group Long-Term Incentive Plan 2023-2025	For		Against	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	4.2	Approve Maire Tecnimont Group Share Ownership Plan 2023-2025	For		For	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For		For	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	6	Adjust Remuneration of External Auditors	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	1	Amend Articles of Association Re: Shareholder Meetings	For		Against	
Maire Tecnimont SpA	MAIRE	1708946	19-Apr-2023	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	1	Approve Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	3	Approve Discharge of General Managers	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	4	Approve Allocation of Income and Dividends of EUR 13 per Share	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	5	Approve Auditors' Special Report on Related-Party Transactions	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	7	Approve Compensation Report of Corporate Officers	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	8	Approve Compensation of Axel Dumas, General Manager	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	9	Approve Compensation of Emile Hermes SAS, General Manager	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	11	Approve Remuneration Policy of General Managers	For		Against	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1726642	20-Apr-2023	12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	13	Reelect Dorothee Altmayer as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	14	Reelect Monique Cohen as Supervisory Board Member	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	15	Reelect Renaud Mommeja as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	16	Reelect Eric de Seynes as Supervisory Board Member	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	18	Renew Appointment of Grant Thornton Audit as Auditor	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	For		Against	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1726642	20-Apr-2023	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For		Against	
Hermes International SCA	RMS	1726642	20-Apr-2023	29	Authorize Filing of Required Documents/Other Formalities	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	1	Approve Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	4	Approve Auditors' Special Report on Related-Party Transactions	For		Against	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	5	Reelect Delphine Arnault as Director	For		Against	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	6	Reelect Antonio Belloni as Director	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	7	Reelect Marie-Josée Kravis as Director	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	8	Reelect Marie-Laure Sauty de Chalon as Director	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	9	Reelect Natacha Valla as Director	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	10	Elect Laurent Mignon as Director	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	11	Renew Appointment of Lord Powell of Bayswater as Censor	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	12	Appoint Diego Della Valle as Censor	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	13	Approve Compensation Report of Corporate Officers	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	14	Approve Compensation of Bernard Arnault, Chairman and CEO	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	15	Approve Compensation of Antonio Belloni, Vice-CEO	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	16	Approve Remuneration Policy of Directors	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	17	Approve Remuneration Policy of Chairman and CEO	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	18	Approve Remuneration Policy of Vice-CEO	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	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	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	For		Against	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hochtief AG	HOT	1730404	26-Apr-2023	2	Approve Allocation of Income and Dividends of EUR 4.00 per Share	For		For	
Hochtief AG	HOT	1730404	26-Apr-2023	3	Approve Discharge of Management Board for Fiscal Year 2022	For		For	
Hochtief AG	HOT	1730404	26-Apr-2023	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For		For	
Hochtief AG	HOT	1730404	26-Apr-2023	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For		Against	
Hochtief AG	HOT	1730404	26-Apr-2023	6	Approve Remuneration Report	For		Against	
Hochtief AG	HOT	1730404	26-Apr-2023	7	Approve Creation of EUR 33.7 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	For		Against	
Hochtief AG	HOT	1730404	26-Apr-2023	8	Elect Mirja Steinkamp to the Supervisory Board	For		For	
Hochtief AG	HOT	1730404	26-Apr-2023	9	Approve Virtual-Only Shareholder Meetings Until 2028	For		For	
Hochtief AG	HOT	1730404	26-Apr-2023	10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For		For	
Hochtief AG	HOT	1730404	26-Apr-2023	11	Approve Remuneration Policy	For		Against	
KION GROUP AG	KGX	1710335	17-May-2023	2	Approve Allocation of Income and Dividends of EUR 0.19 per Share	For		For	
KION GROUP AG	KGX	1710335	17-May-2023	3	Approve Discharge of Management Board for Fiscal Year 2022	For		For	
KION GROUP AG	KGX	1710335	17-May-2023	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
KION GROUP AG	KGX	1710335	17-May-2023	5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For		For	
KION GROUP AG	KGX	1710335	17-May-2023	6	Approve Remuneration Report	For		Against	
KION GROUP AG	KGX	1710335	17-May-2023	7	Approve Virtual-Only Shareholder Meetings Until 2028	For		For	
KION GROUP AG	KGX	1710335	17-May-2023	8	Elect Nicolas Peter to the Supervisory Board	For		For	
SEB SA	SK	1729033	17-May-2023	1	Approve Financial Statements and Statutory Reports	For		For	
SEB SA	SK	1729033	17-May-2023	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
SEB SA	SK	1729033	17-May-2023	3	Approve Allocation of Income and Dividends of EUR 2.45 per Share and an Extra of EUR 0.245 per Share to Long Term Registered Shares	For		For	
SEB SA	SK	1729033	17-May-2023	4	Reelect Jean-Pierre Duprieu as Director	For		For	
SEB SA	SK	1729033	17-May-2023	5	Reelect William Gairard as Director	For		Against	
SEB SA	SK	1729033	17-May-2023	6	Reelect Generaction as Director	For		Against	
SEB SA	SK	1729033	17-May-2023	7	Reelect Thierry Lescure as Director	For		Against	
SEB SA	SK	1729033	17-May-2023	8	Reelect Aude de Vassart as Director	For		Against	
SEB SA	SK	1729033	17-May-2023	9	Approve Compensation Report of Corporate Officers	For		For	
SEB SA	SK	1729033	17-May-2023	10	Approve Compensation of Thierry de La Tour d'Artaise	For		Against	
SEB SA	SK	1729033	17-May-2023	11	Approve Compensation of Stanislas De Gramont	For		Against	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
SEB SA	SK	1729033	17-May-2023	12	Approve Remuneration Policy of Chairman of the Board	For		For	
SEB SA	SK	1729033	17-May-2023	13	Approve Remuneration Policy of CEO	For		For	
SEB SA	SK	1729033	17-May-2023	14	Approve Remuneration Policy of Directors	For		For	
SEB SA	SK	1729033	17-May-2023	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		Against	
SEB SA	SK	1729033	17-May-2023	16	Authorize up to 220,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	For		For	
SEB SA	SK	1729033	17-May-2023	17	Authorize Filing of Required Documents/Other Formalities	For		For	
TAKKT AG	TTK	1743588	24-May-2023	2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	For		For	
TAKKT AG	TTK	1743588	24-May-2023	3	Approve Discharge of Management Board for Fiscal Year 2022	For		For	
TAKKT AG	TTK	1743588	24-May-2023	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For		For	
TAKKT AG	TTK	1743588	24-May-2023	5	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2023	For		For	
TAKKT AG	TTK	1743588	24-May-2023	6	Approve Remuneration Report	For		Against	
TAKKT AG	TTK	1743588	24-May-2023	7	Approve Remuneration Policy	For		Against	
TAKKT AG	TTK	1743588	24-May-2023	8	Approve Virtual-Only Shareholder Meetings Until 2024; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Evonik Industries AG	EVK	1700682	31-May-2023	2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	For		For	
Evonik Industries AG	EVK	1700682	31-May-2023	3	Approve Discharge of Management Board for Fiscal Year 2022	For		For	
Evonik Industries AG	EVK	1700682	31-May-2023	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For		For	
Evonik Industries AG	EVK	1700682	31-May-2023	5	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	For		For	
Evonik Industries AG	EVK	1700682	31-May-2023	6.1	Elect Bernd Toenjes to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.2	Elect Barbara Albert to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.3	Elect Cornelius Baur to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.4	Elect Aldo Belloni to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.5	Elect Werner Fuhrmann to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.6	Elect Christian Kohlpaintner to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.7	Elect Cedrik Neike to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.8	Elect Ariane Reinhart to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.9	Elect Michael Ruediger to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	6.10	Elect Angela Titzrath to the Supervisory Board	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	7	Approve Remuneration Report	For		Against	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Evonik Industries AG	EVK	1700682	31-May-2023	8	Approve Virtual-Only Shareholder Meetings Until 2028	For		Against	
Evonik Industries AG	EVK	1700682	31-May-2023	9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For		For	
Evonik Industries AG	EVK	1700682	31-May-2023	10	Amend Articles Re: Registration in the Share Register	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	3	Approve Discharge of Management Board for Fiscal Year 2022	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	5.1	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	5.2	Ratify Ernst & Young GmbH as Auditors for a Possible Review of Additional Financial Information until the 2024 AGM	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	6	Approve Remuneration Report	For		Against	
TRATON SE	8TRA	1710523	01-Jun-2023	7	Elect Oedgaard Andersson to the Supervisory Board	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
TRATON SE	8TRA	1710523	01-Jun-2023	8	Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission; Composition of the Management Boards of Subsidiaries	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	9	Approve Creation of EUR 200 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For		Against	
TRATON SE	8TRA	1710523	01-Jun-2023	10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 50 Million Pool of Capital to Guarantee Conversion Rights	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For		For	
TRATON SE	8TRA	1710523	01-Jun-2023	12	Authorize Use of Financial Derivatives when Repurchasing Shares	For		For	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	1	Approve Financial Statements, Statutory Reports and Income Allocation	For		For	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	3	Approve Management of Company and Grant Discharge to Auditors	For		For	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	4	Ratify Auditors	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	5	Approve Remuneration of Directors and Members of Committees	For		For	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	6	Approve Remuneration of Executive Board Members	For		Against	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	7	Advisory Vote on Remuneration Report	For		Against	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	8	Approve Remuneration Policy	For		Against	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	9	Approve Director/Officer Liability and Indemnification	For		For	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	10	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	For		For	
Hellenic Telecommunications Organization SA	HTO	1711436	07-Jun-2023	11	Ratify Appointment of Independent Non-Executive Director	For		For	
Bauer AG	B5A	1710641	03-Aug-2023	2	Approve Discharge of Management Board for Fiscal Year 2022	For		For	
Bauer AG	B5A	1710641	03-Aug-2023	3	Approve Discharge of Supervisory Board for Fiscal Year 2022	For		For	
Bauer AG	B5A	1710641	03-Aug-2023	4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For		For	
Bauer AG	B5A	1710641	03-Aug-2023	5	Approve Virtual-Only Shareholder Meetings Until 2028	For		For	
Bauer AG	B5A	1710641	03-Aug-2023	6	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	2	Elect Chairman of Meeting	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Addtech AB	ADDT.B	1776510	23-Aug-2023	3	Prepare and Approve List of Shareholders	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	4	Approve Agenda of Meeting	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	5	Designate Inspector(s) of Minutes of Meeting	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	6	Acknowledge Proper Convening of Meeting	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.a1	Accept Financial Statements and Statutory Reports	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.a2	Accept Consolidated Financial Statements and Statutory Reports	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.b	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.c1	Approve Discharge of Kenth Eriksson	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.c2	Approve Discharge of Henrik Hedelius	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.c3	Approve Discharge of Ulf Mattsson	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.c4	Approve Discharge of Malin Nordesjo	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.c5	Approve Discharge of Niklas Stenberg	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.c6	Approve Discharge of Annikki Schaeferdiek	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	9.c7	Approve Discharge of CEO Niklas Stenberg	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	11	Determine Number of Members (6) and Deputy Members (0) of Board	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	12.1	Approve Remuneration of Directors in the Amount of SEK 1.24 Million for Chair and SEK 490,000 for Other Directors	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	12.2	Approve Remuneration of Auditors	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	13.1	Reelect Kenth Eriksson as Director	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Addtech AB	ADDT.B	1776510	23-Aug-2023	13.2	Reelect Henrik Hedelius as Director	For		Against	
Addtech AB	ADDT.B	1776510	23-Aug-2023	13.3	Reelect Ulf Mattson as Director	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	13.4	Reelect Malin Nordesjo as Director	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	13.5	Reelect Annikki Schaeferdiek as Director	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	13.6	Reelect Niklas Stenberg as Director	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	13.7	Reelect Kenth Eriksson as Board Chair	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	14	Ratify Deloitte AB as Auditors	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	15	Approve Remuneration Report	For		Against	
Addtech AB	ADDT.B	1776510	23-Aug-2023	16	Approve Share-Bases Incentive Plan for Key Employees; Approve Issuance of 1 Million B Shares for Participants	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	18	Approve Creation of 5 Percent of Pool of Capital without Preemptive Rights	For		For	
Addtech AB	ADDT.B	1776510	23-Aug-2023	19	Amend Articles Re: Proxy Collection; Postal Voting	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1797495	27-Nov-2023	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022/23	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1797495	27-Nov-2023	2	Approve Remuneration Report	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1797495	27-Nov-2023	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022/23	For		For	
Borussia Dortmund GmbH & Co. KGaA	BVB	1797495	27-Nov-2023	4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	For		For	

Reporting Period: 01-Jan-2023 to 31-Dec-2023

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Borussia Dortmund GmbH & Co. KGaA	BVB	1797495	27-Nov-2023	5	Elect Matthias Baeumer to the Supervisory Board	For		Against	
Borussia Dortmund GmbH & Co. KGaA	BVB	1797495	27-Nov-2023	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023/24 and for the Review of Interim Financial Statements	For		For	
Hellenic Telecommunications Organization SA	HTO	1803236	30-Nov-2023	1	Authorize Share Repurchase Program	For		For	
Hellenic Telecommunications Organization SA	HTO	1803236	30-Nov-2023	2	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	For		For	
Hellenic Telecommunications Organization SA	HTO	1803236	30-Nov-2023	3	Amend Company Articles 1 and 2 Re: Company Name and Corporate Purpose	For		For	

PARAMETERS

Location(s): All Locations
Account Group(s): All Account Groups
Institution Account(s): All Institution Accounts
Custodian Account(s): All Custodian Accounts
ADR Meetings: All Meetings
Client Covered: – None –
Contrary Votes: All Votes
Date Format: DD-MMM-YYYY
ISS Governance QualityScore < =: None
ISS Governance QualityScore > =: None
Highlighted Meetings: Include Contested and High Risk Meeting Details
Industry Sectors: All Sectors
Market Cap (USD) < =: None
Market Cap (USD) > =: None
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Proponents: All Proponents
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Exclude Reregistration Meetings
Shareblocking Markets: All Markets
Speciality Policy: - None -
Vote Instructions: All Instructions
Voting Policies: None
Zero (0) Share Ballots: Exclude 0 Share Ballots
Account Group Watchlist: None
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None

This document and all of the information contained in it, including without limitation all text, data, graphs and charts (collectively, the "Information") is the property of Institutional Shareholder Services Inc., its subsidiary, ISS Corporate Services, Inc., or in some cases third party suppliers (collectively "ISS"). The Information may not be reproduced or disseminated in whole or in part without prior written permission of ISS.

Information regarding the holdings and other data specific to the named recipient of this report (the "Recipient"), has been compiled from the records of only the asset manager(s) who use ISS' proxy advisory/voting services and who have authorized ISS to include the Recipient's data in this report. ISS believes this data to be reliable but cannot guarantee its accuracy.

The Information has not been submitted to, nor received approval from, the United States Securities and Exchange Commission or any other regulatory body. None of the Information constitutes an offer to sell (or a solicitation of an offer to buy), or a promotion or recommendation of, any security, financial product or other investment vehicle or any trading strategy, nor a solicitation of a proxy, and ISS does not endorse, approve or otherwise express any opinion regarding any issuer, securities, financial products or instruments or trading strategies.

Issuers mentioned in this product may have purchased self-assessment tools and publications from ISS Corporate Services, Inc. ("ICS"), a wholly owned subsidiary of ISS, or ICS may have provided advisory or analytical services to the issuer. No employee of ICS played a role in the preparation of the content of this product. Any issuer that is mentioned in this document may be a client of ISS or ICS, or may be the parent of, or affiliated with, a client of ISS or ICS. If you are an ISS institutional client, you may inquire about any issuer's use of products and services from ICS by emailing disclosure@issgovernance.com.