

Unternehmen	Datum	Land	Tagesordnungspunkt	Votum			
1&1 AG	16.05.2023	Germany	Allocation of Dividends	Abstain			
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against			
			Amendments to Articles (Virtual AGM)	Abstain			
			Appointment of Auditor	For			
			Elect Christine Schöneweis	For			
			Elect Friedrich Jousen	Against			
			Elect Kurt Dobitsch	Against			
			Elect Matthias Baldermann	Against			
			Elect Norbert Lang	Against			
			Elect Vlasios Choulidis	Against			
			Ratify Alessandro Nava	Abstain			
			Ratify Claudia Borgas-Herold	Against			
			Ratify Kai-Uwe Ricke	Against			
			Ratify Kurt Dobitsch	Against			
			Ratify Markus Huhn	Abstain			
			Ratify Matthias Baldermann	Against			
			Ratify Norbert Lang	Against			
			Ratify Ralph Dommermuth	Abstain			
			Ratify Vlasios Choulidis	Against			
			3M Co.	09.05.2023	United States	Remuneration Report	Against
Advisory Vote on Executive Compensation	For						
Elect Amy E. Hood	For						
Elect Anne H. Chow	For						
Elect David B. Dillon	For						
Elect Gregory R. Page	For						
Elect James R. Fitterling	For						
Elect Michael F. Roman	For						
Elect Michael L. Ekew	For						
Elect Pedro J. Pizarro	For						
Elect Suzan Kereere	For						
Elect Thomas K. Brown	Against						
Frequency of Advisory Vote on Executive Compensation	1 Year						
Ratification of Auditor	Against						
ABB Ltd.	23.03.2023	Switzerland	Accounts and Reports	For			
			Allocation of Dividends	For			
			Amendments to Articles (Board of Directors and Compensation)	For			
			Amendments to Articles (General Meeting)	For			
			Amendments to Articles (Shares and Share Register)	For			
			Amendments to Articles (Virtual Meetings)	For			
			Amendments to Articles (Voting Rights Restrictions)	For			
			Appointment of Auditor	For			
			Appointment of Independent Proxy	For			
			Approval of a Capital Band	For			
			Board Compensation	For			
			Compensation Report	For			
			Elect David E. Constable	For			
			Elect David E. Constable as Compensation Committee Member	For			
			Elect David Meline	For			
			Elect Denise C. Johnson	For			
			Elect Frederico Fleury Curado	For			
			Elect Frederico Fleury Curado as Compensation Committee Member	For			
			Elect Geraldine Matchett	For			
			Elect Gunnar Brock	For			
			Elect Jacob Wallenberg	For			
			Elect Jennifer Xin-Zhe Li	For			
			Elect Jennifer Xin-Zhe Li as Compensation Committee Member	For			
			Elect Lars Förberg	For			
			Elect Peter R. Voser as Board Chair	For			
			Executive Compensation	For			
			Ratification of Board and Management Acts	For			
			Abbott Laboratories	28.04.2023	United States	Advisory Vote on Executive Compensation	For
						Elect Claire Babineux-Fontenot	For
						Elect Daniel J. Starks	For
Elect Darren W. McDew	Against						
Elect John G. Stratton	Against						
Elect Michael F. Roman	For						
Elect Michael G. O'Grady	For						
Elect Michelle A. Kumbier	For						
Elect Nancy McKinstry	Against						
Elect Paola Gonzalez	For						
Elect Robert B. Ford	For						
Elect Robert J. Alpern	For						
Elect Sally E. Blount	For						
Frequency of Advisory Vote on Executive Compensation	1 Year						
Ratification of Auditor	For						
Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	For						
Shareholder Proposal Regarding Independent Chair	For						
Shareholder Proposal Regarding Lobbying Report	Against						
Shareholder Proposal Regarding Right to Call Special Meetings	Against						
ABO Wind AG	27.10.2023	Germany	Amendment to Corporate Purpose	Against			
			Elect Alexander Thomas	For			
			Elect Eveline Lemke	For			
			Elect Maik Schmidt	For			
			Elect Martin Giehl	For			
	27.04.2023	Germany	Supervisory Board Size	For			
			Allocation of Dividends	For			
			Appointment of Auditor	For			
			Elect Alexander Thomas as Supervisory Board Member	Against			
			Ratification of Management Board Acts	For			
Adcapital AG	16.05.2023	Germany	Ratification of Supervisory Board Acts	For			
			Allocation of Profits/ Dividends	For			
			Amendments to Articles (Chair of the General Meeting)	For			
			Amendments to Articles (Virtual AGM)	For			
			Appointment of Auditor	For			
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital I	Against			
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital II	Against			
			Authority to Repurchase and Reissue Shares	Against			
			Increase in Authorized Capital I	Against			
			Increase in Authorized Capital II for Employee Share Plans	Against			
Increase of Issued Share Capital from Company Funds	Against						
Ratification of Management Board Acts	For						
Ratification of Supervisory Board Acts	For						
Adidas AG	11.05.2023	Germany	Ratification of Supervisory Board Acts	For			
			Allocation of Dividends	For			
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain			
			Amendments to Articles (Virtual Meetings)	Abstain			
			Authority to Repurchase and Reissue Shares	For			
			Authority to Repurchase Shares Using Equity Derivatives	For			
			Ratification of Management Board Acts	Abstain			
			Ratification of Supervisory Board Acts	Abstain			
			Ratification of Supervisory Board Acts	Abstain			
			Remuneration Report	For			
Adobe Inc	20.04.2023	United States	Advisory Vote on Executive Compensation	For			
			Amendment to the 2019 Equity Incentive Plan	For			
			Elect Amy L. Barse	For			
			Elect Brett Biggs	For			
			Elect Daniel Rosensweig	For			
			Elect David A. Ricks	For			
			Elect Dheeraj Pandey	For			
			Elect Frank A. Calderoni	For			
			Elect John E. Warnock	For			
			Elect Kathleen Oberig	Against			
			Elect Laura B. Desmond	For			
			Elect Melanie Boulden	For			
			Elect Shantanu Narayen	For			
			Elect Spencer Neumann	For			
			Frequency of Advisory Vote on Executive Compensation	1 Year			
			Ratification of Auditor	Against			
			Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	For			
			Advanced Micro Devices Inc.	18.05.2023	United States	Advisory Vote on Executive Compensation	Against
						Approval of the 2023 Equity Incentive Plan	For
Elect Abhijit Y. Talwalkar	For						
Elect D. Mark Durcan	For						
Elect Elizabeth W. Vanderslice	For						
Elect John W. Warren	For						
Elect Jon A. Olson	For						
Elect Joseph A. Householder	For						
Elect Lisa T. Su	For						
Elect Michael P. Gregoire	For						
Elect Nora M. Denzel	For						
Frequency of Advisory Vote on Executive Compensation	1 Year						
Ratification of Auditor	Against						

Aegon N.V.	17.01.2023	Netherlands	Business Combination with ASR Nederland	For			
	25.05.2023	Netherlands	Accounts and Reports Allocation of Dividends Appointment of Auditor Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Elect Dona D. Young to the Supervisory Board Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report	For For For For For For For For For For For			
	29.09.2023	Netherlands	Appointment of Auditor	For			
			Appointment of Auditor (Aegon Ltd. - FY2023)	For			
			Appointment of Auditor (Aegon Ltd. - FY2024)	For			
			Cross-Border Conversion (Aegon N.V.)	For			
			Elect Caroline Ramsay to the Board of Directors	For			
			Elect Corien M. Wortmann-Kool to the Board of Directors	For			
			Elect Dona D. Young to the Board of Directors	For			
			Elect Jack F. McGarry to the Board of Directors	For			
			Elect Karen Fawcett to the Board of Directors	For			
			Elect Lari Friesse to the Board of Directors	For			
			Elect Mark A. Elman to the Board of Directors	For			
			Elect Thomas Wellauer to the Board of Directors	For			
			Elect William Connelly to the Board of Directors	For			
			Cross-Border Conversion	For			
Agilent Technologies Inc.	30.09.2023	Netherlands	Advisory Vote on Executive Compensation	Against			
	15.03.2023	United States	Elect Dow R. Wilson	Against			
			Elect George A. Scangos	Against			
			Elect Heidi Kunz	Against			
			Elect Susan H. Rataj	Against			
			Frequency of Advisory Vote on Executive Compensation	1 Year			
			Permit Shareholders to Call Special Meetings	For			
			Ratification of Auditor	Against			
			2022 Remuneration of Benoît Potier, Chair (From June 1, 2022)	For			
			2022 Remuneration of Benoît Potier, Chair and CEO (Until May 31, 2022)	For			
			2022 Remuneration of François Jackow, CEO (From June 1, 2022)	For			
Air Liquide S.A.	03.05.2023	France	2022 Remuneration Report	For			
			2023 Remuneration Policy (Board of Directors)	For			
			2023 Remuneration Policy (CEO)	For			
			2023 Remuneration Policy (Chair)	For			
			Accounts and Reports	For			
			Allocation of Profits/Dividends	For			
			Authorisation of Legal Formalities	For			
			Authority to Cancel Shares and Reduce Capital	For			
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For			
			Authority to Repurchase and Reissue Shares	For			
			Consolidated Accounts and Reports	For			
			Elect Alexis Perakis-Valat	For			
			Elect Catherine Guillovard	For			
			Elect Christina Choi-Lai Law	For			
			Elect Michael H. Thaman	For			
			Elect Monica de Virgiliis	For			
			Employee Stock Purchase Plan	For			
			Greenshoe	For			
			Special Auditors Report on Regulated Agreements	For			
			Stock Purchase Plan for Overseas Employees	For			
			Advisory Vote on Executive Compensation	Against			
			Air Products & Chemicals Inc.	26.01.2023	United States	Elect Charles I. Cogut	Against
						Elect David H. Y. Ho	For
Elect Edward L. Monser	Against						
Elect Lisa A. Davis	Against						
Elect Matthew H. Paull	Against						
Elect Seifollah Ghazemi	For						
Elect Tonit M. Calaway	Against						
Elect Wayne T. Smith	For						
Frequency of Advisory Vote on Executive Compensation	1 Year						
Ratification of Auditor	For						
Ratification of Dividends	For						
Airbus SE	19.04.2023	Netherlands	Appointment of Auditor	For			
			Authority to Issue Shares w/ or w/o Preemptive Rights	For			
			Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)	For			
			Authority to Repurchase Shares	For			
			Cancellation of Shares	For			
			Elect Antony Wood to the Board of Directors	For			
			Elect Mark B. Dunkerley to the Board of Directors	For			
			Elect Ralph D. Crosby, Jr. to the Board of Directors	For			
			Elect Stephan Gemkow to the Board of Directors	For			
			Ratification of Executive Director's Acts	For			
			Ratification of Non-Executives' Acts	For			
			Remuneration Report	Against			
			Allocation of Dividends	For			
Aixtron SE	17.05.2023	Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against			
			Amendments to Articles (Virtual General Meeting)	Abstain			
			Appointment of Auditor	For			
			Elect Kim Schindelbauer as Supervisory Board Member	Abstain			
			Ratification of Management Board Acts	For			
			Ratification of Supervisory Board Acts	Against			
			Remuneration Report	For			
			Advisory Vote on Executive Compensation	For			
			Amendment to the 2013 Stock Incentive Plan	For			
			Elect Bernardus Verwayen	For			
Akamai Technologies Inc	11.05.2023	United States	Elect Daniel R. Hesse	Against			
			Elect F. Thomson Leighton	For			
			Elect Jonathan F. Miller	For			
			Elect Madhu Ranganathan	Against			
			Elect Marianne C. Brown	For			
			Elect Monte E. Ford	For			
			Elect Peter Thomas Killalea	For			
			Elect Sharon Y. Bowen	For			
			Elect William R. Wagner	For			
			Frequency of Advisory Vote on Executive Compensation	1 Year			
			Ratification of Auditor	Against			
			Accounts and Reports	For			
			Allocation of Dividends	For			
			Amendments to Articles (Board of Directors)	For			
			Amendments to Articles (Compensation)	For			
			Amendments to Articles (Share Capital)	For			
Amendments to Articles (Shareholder Meetings)	For						
Appointment of Auditor	For						
Appointment of Independent Proxy	For						
Board Compensation	For						
Compensation Report	For						
Elect Arthur Cummings	For						
Elect D. Keith Grossman	For						
Elect David J. Endicott	For						
Elect Dieter Spälti	For						
Elect F. Michael Ball as Chair	Against						
Elect Ines Pöschel	For						
Elect Ines Pöschel as Compensation Committee Member	For						
Elect Karen J. May	For						
Elect Karen J. May as Compensation Committee Member	For						
Elect Lynn Dorsey Bleil	For						
Elect Raquel C. Bono	For						
Elect Scott H. Maw	For						
Elect Scott H. Maw as Compensation Committee Member	For						
Elect Thomas Glanzmann	For						
Elect Thomas Glanzmann as Compensation Committee Member	For						
Executive Compensation	For						
Increase in Conditional Capital	For						
Introduction of a Capital Band	For						
Ratification of Board and Management Acts	For						
Allgeier SE	13.06.2023	Germany	Allocation of Dividends	For			
			Amendments to Articles (Virtual Shareholder Meetings)	Against			
			Appointment of Auditor	For			
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against			
			Elect Christian Eggenberger	For			
			Elect Detlef Dinsel	For			
			Ratification of Management Board Acts	For			
			Ratification of Supervisory Board Acts	Against			

Allianz SE	04.05.2023	Germany	Remuneration Report	Against			
			Allocation of Dividends	For			
			Amendments to Articles (Shareholder Meeting Location)	For			
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Abstain			
			Amendments to Articles (Virtual Shareholder Meetings)	For			
			Appointment of Auditor	For			
			Ratify Andreas Wimmer	For			
			Ratify Barbara Karuth-Zelle	For			
			Ratify Christine Bosse	For			
			Ratify Christopher Townsend	For			
			Ratify Frank Kirsch	For			
			Ratify Friedrich Eichiner	For			
			Ratify Gabriele Burkhardt-Berg	For			
			Ratify Giulio Terzariol	For			
			Ratify Godfrey Hayward	For			
			Ratify Günther Thallinger	For			
			Ratify Herbert Hainer	For			
			Ratify Ivan de la Sota	For			
			Ratify Jean-Claude Le Goâer	For			
			Ratify Jim Hagemann Snabe	For			
			Ratify Jürgen Lawrence	For			
			Ratify Klaus-Peter Röhler	For			
			Ratify Martina Grundler	For			
			Ratify Michael Diekmann	For			
			Ratify Oliver Bäte	For			
			Ratify Primiano Di Paolo	For			
			Ratify Rashmy Chatterjee	For			
			Ratify Renate Wagner	For			
			Ratify Sergio Balbinot	For			
			Ratify Sirma Boshnakova	For			
			Ratify Sophie Boissard	For			
			Remuneration Report	For			
			Supervisory Board Remuneration Policy	For			
Alstom	11.07.2023	France	2022 Remuneration of Henri Poupart-Lafarge, Chair and CEO	For			
			2022 Remuneration Report	For			
			2023 Remuneration Policy (Board of Directors)	For			
			2023 Remuneration Policy (Chair and CEO)	For			
			Accounts and Reports	For			
			Allocation of Dividends	For			
			Authorisation of Legal Formalities	For			
			Authority to Cancel Shares and Reduce Capital	For			
			Authority to Increase Capital in Case of Exchange Offers	For			
			Authority to Increase Capital in Consideration for Contributions in Kind	For			
			Authority to Increase Capital Through Capitalisations	For			
			Authority to Issue Performance Shares	For			
			Authority to Issue Shares and Convertible Debt Through Private Placement	For			
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For			
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For			
			Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For			
			Authority to Repurchase and Reissue Shares	For			
			Authority to Set Offering Price of Shares	For			
			Consolidated Accounts and Reports	For			
			Elect Bpifrance Investissement (José Gonzalo)	For			
			Elect Henri Poupart-Lafarge	For			
			Elect Sylvie Kandé de Beaupuy	For			
			Elect Sylvie Rucar	For			
			Employee Stock Purchase Plan	For			
			Greenshoe	For			
			Ratification of the Co-optation of Jay Walder	For			
			Special Auditors Report on Regulated Agreements	For			
			Stock Purchase Plan for Overseas Employees	For			
			Amadeus Fire AG	17.05.2023	Germany	Allocation of Dividends	For
						Amendments to Articles (Virtual General Meeting)	For
						Amendments to Articles (Virtual Participation of the Supervisory Board)	Against
						Appointment of Auditor	For
						Ratify - Jan Hendrik Wessling	Against
Ratify Angelika Kappe	Against						
Ratify Annett Martin	Against						
Ratify Björn Empting	Against						
Ratify Christian Maria Ribic	Against						
Ratify Christoph Groß	Against						
Ratify Dennis Geritzki	For						
Ratify Heinrich Alt	Against						
Ratify Michael Grimm	Against						
Ratify Otto Kajetan Weixler	Against						
Ratify Robert von Wülfing	For						
Ratify Stefanie Mielast	Against						
Ratify Thomas Surwald	For						
Ratify Ulrike Schwebert	Against						
Ratify Ulrike Sommer	Against						
Remuneration Report	Against						
Amazon.com Inc.	24.05.2023	United States				Advisory Vote on Executive Compensation	Against
						Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve 1 Year	For
						Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve 2 Years	Unvoted
						Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve 3 Years	Unvoted
						Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve 4 Years	Unvoted
						Amendment to the 1997 Stock Incentive Plan	For
						Elect Andrew R. Jassy	For
						Elect Daniel P. Huttenlocher	For
						Elect Edith W. Cooper	For
						Elect Indra K. Nooyi	For
						Elect Jamie S. Gorelick	For
						Elect Jeffrey P. Bezos	Against
						Elect Jonathan J. Rubinstein	For
			Elect Judith A. McGrath	Against			
			Elect Keith B. Alexander	For			
			Elect Patricia Q. Stonesifer	For			
			Elect Wendell P. Weeks	For			
			Frequency of Advisory Vote on Executive Compensation	1 Year			
			Ratification of Auditor	Against			
			Shareholder Proposal Regarding Report on Government Takedown Requests	Against			
			Shareholder Proposal Regarding Cost Benefit Analysis of DEI Programs	Against			
			Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	For			
			Shareholder Proposal Regarding Formation of Public Policy Committee	For			
			Shareholder Proposal Regarding Hourly Associate Representation on the Board	Against			
			Shareholder Proposal Regarding Just Transition Reporting	For			
			Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	Against			
			Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For			
			Shareholder Proposal Regarding Report Evaluating Animal Welfare Standards	For			
			Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Default Options	Against			
			Shareholder Proposal Regarding Report on Customer Due Diligence	For			
			Shareholder Proposal Regarding Report on Government Requests for Content and Product Removal	Against			
			Shareholder Proposal Regarding Report on Plastic Packaging	Against			
			Shareholder Proposal Regarding Report on Tax Transparency	For			
Shareholder Proposal Regarding Report on Working Conditions	For						
Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For						
Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	For						
Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	For						
Ambu AS	13.12.2023	Denmark	Accounts and Reports	For			
			Allocation of Profits/Dividends	For			
			Amendments to Articles	For			
			Appointment of Auditor	For			
			Authority to Issue Shares w/ or w/o Preemptive Rights	For			
			Authorization of Legal Formalities	For			
			Directors' Fees	For			
			Elect Christian Sagild	For			
			Elect Jørgen Jensen as Chair of the Board	For			
			Elect Michael del Prado	For			
			Elect Shacey Petrovic as Vice-chair of the Board	For			
			Elect Simon Hesse Hoffmann	For			
			Elect Susanne Larsson	For			
			Indemnification of Directors/Officers	For			
			Remuneration Policy	Against			
Amcor Plc	08.11.2023	Jersey	Remuneration Report	Against			
			Advisory Vote on Executive Compensation	For			
			Elect Achal Agarwal	For			
			Elect Andrea E. Bertone	For			
			Elect Arun Nayyar	For			
			Elect David T. Szczupak	For			
			Elect Graeme R. Liebelt	Against			
			Elect Karen J. Guerra	Against			

			Elect Lucrèce J.L. Foufopoulos-De Ridder	For
			Elect Nicholas T. Long	For
			Elect Ronald S. Della	For
			Elect Susan K. Carter	For
			Ratification of Auditor	For
			Renewal of Share Purchase Mandate	For
American Express Co.	02.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Charles E. Phillips, Jr.	For
			Elect Christopher D. Young	Against
			Elect Daniel L. Vasella	Against
			Elect Deborah P. Majoras	Against
			Elect John J. Brennan	For
			Elect Karen L. Parkhill	For
			Elect Lisa W. Wardell	For
			Elect Lynn A. Pike	For
			Elect Peter Chernin	Against
			Elect Ralph de la Vega	Against
			Elect Stephen J. Squeri	For
			Elect Theodore J. Leosis	Against
			Elect Thomas J. Baltimore, Jr.	Against
			Elect Walter J. Clayton III	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	For
			Shareholder Proposal Regarding Severance Approval Policy	For
Ameriprise Financial Inc	26.04.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2005 Incentive Compensation Plan	For
			Elect Amy DiGeio	Against
			Elect Armando Pimentel, Jr.	For
			Elect Brian T. Shea	Against
			Elect Christopher J. Williams	Against
			Elect Dianne Neal Blixt	For
			Elect James M. Cracchiolo	For
			Elect Robert F. Sharpe, Jr.	Against
			Elect W. Edward Walton III	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
AMGEN Inc.	19.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Amy E. Miles	Against
			Elect Brian J. Druker	For
			Elect Charles M. Holley, Jr.	Against
			Elect Ellen J. Kullman	Against
			Elect Greg C. Garland	Against
			Elect Michael V. Drake	Against
			Elect R. Sanders Williams	Against
			Elect Robert A. Bradway	For
			Elect Robert A. Eckert	Against
			Elect Ronald D. Sugar	Against
			Elect S. Omar Ishrak	For
			Elect Tyler Jacks	For
			Elect Wanda M. Austin	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Analog Devices Inc.	08.03.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Anantha P. Chandrakasan	For
			Elect André Andonian	For
			Elect Edward H. Frank	For
			Elect James A. Champy	For
			Elect Karen M. Golz	For
			Elect Kenton J. Sicchitano	For
			Elect Laurie H. Glimcher	For
			Elect Mercedes Johnson	For
			Elect Ray Stata	For
			Elect Susie Wee	For
			Elect Vincent Roche	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Annaly Capital Management Inc	17.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Decrease in Authorized Common Stock	For
			Elect David L. Finkelstein	For
			Elect Eric A. Reeves	For
			Elect Francine J. Bowich	For
			Elect Glenn A. Votek	For
			Elect John H. Schaefer	For
			Elect Kathy Hopinkah Hannan	For
			Elect Martin Laguerre	For
			Elect Michael Haylon	Against
			Elect Thomas Hamilton	For
			Elect Vicki Williams	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
Ansys Inc.	12.05.2023	United States	Shareholder Proposal Regarding Right to Call Special Meetings	For
			Advisory Vote on Executive Compensation	For
			Elect Ajei S. Gopal	For
			Elect Glenda M. Dorchak	For
			Elect Robert M. Calderoni	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Aon plc	16.06.2023	United Kingdom	Repeal of Classified Board	For
			Advisory Vote on Executive Compensation	For
			Amendment to the 2011 Incentive Plan	For
			Appointment of Statutory Auditor	Against
			Authority to Set Statutory Auditor's Fees	For
			Elect Adriana Karaboutis	For
			Elect Byron O. Spruell	For
			Elect CAI Jinyong	For
			Elect Carolyn Y. Woo	For
			Elect Cheryl A. Francis	For
			Elect Fulvio Conti	For
			Elect Gloria Santona	For
			Elect Gregory C. Case	For
			Elect Jeffrey C. Campbell	Against
			Elect Lester B. Knight	Against
			Elect Richard C. Notebaert	For
			Elect Sarah E. Smith	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
Apple Inc	10.03.2023	United States	Ratification of Auditor	Against
			Advisory Vote on Executive Compensation	For
			Elect Albert A. Gore	For
			Elect Alex Gorsky	For
			Elect Andrea Jung	For
			Elect Arthur D. Lewinson	For
			Elect James A. Bell	For
			Elect Monica C. Lozano	For
			Elect Ronald D. Sugar	For
			Elect Susan L. Wagner	For
			Elect Timothy D. Cook	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Civil Rights Audit	Against
			Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against
			Shareholder Proposal Regarding Proxy Access Bylaw Amendment	Against
			Shareholder Proposal Regarding Report on Corporate Operations with China	Against
			Shareholder Proposal Regarding Shareholder Engagement with the Board	Against
Applied Materials Inc.	09.03.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Aart J. de Geus	For
			Elect Alexander A. Karsner	For
			Elect Gary E. Dickerson	For
			Elect Judy Bruner	For
			Elect Kevin P. March	For
			Elect Rani Borkar	For
			Elect Scott A. McGregor	For
			Elect Thomas J. Iannotti	Against
			Elect Xun Chen	For
			Elect Yvonne McGill	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Improvement of Executive Compensation Program	For
			Shareholder Proposal Regarding Right to Call Special Meetings	For
Aptiv PLC	26.04.2023	Jersey	Advisory Vote on Executive Compensation	Against
			Appointment of Auditor and Authority to Set Fees	For

			Elect Ana G. Pinczuk	For
			Elect Colin J. Parris	For
			Elect Joseph L. Hooley	For
			Elect Kevin P. Clark	For
			Elect Merit E. Janow	For
			Elect Nancy E. Cooper	For
			Elect Paul M. Meister	For
			Elect Richard L. Clemmer	For
			Elect Robert K. Ortberg	For
			Elect Sean O. Mahoney	For
Arista Networks Inc.	14.06.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Douglas Merritt	Withhold
			Elect Lewis Chew	Withhold
			Elect Mark B. Templeton	For
ASM International NV	15.05.2023	Netherlands	Ratification of Auditor	For
			Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
ASML Holding NV	26.04.2023	Netherlands	Remuneration Report	For
			Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Cancellation of Shares	For
			Elect Jack P. de Kreijl to the Supervisory Board	For
			Elect Nils Andersen to the Supervisory Board	Against
			Long-Term Incentive Plan; Authority to Issue Shares	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Supervisory Board Fees	For
			Supervisory Board Remuneration Policy	For
ASR Nederland NV	17.01.2023	Netherlands	Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Suppress Preemptive Rights	For
			Business Combination with Aegeon Nederland	For
			Elect Daniëlle Jansen Heijtmajer to the Supervisory Board	For
			Elect Lard Friese to the Supervisory Board	For
			Opportunity to Make Recommendations on the Supervisory Board	Abstain
	31.05.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Cancellation of Shares	For
			Elect Gerard van Olphen to the Supervisory Board	For
			Elect Gisella van Vollenhoven to the Supervisory Board	For
			Individual Exception to the Remuneration Policy (CEO)	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Astellas Pharma Inc.	22.06.2023	Japan	Elect Eriko Sakurai	For
			Elect Katsuyoshi Sugita	For
			Elect Kenji Yasukawa	For
			Elect Masahiro Miyazaki	For
			Elect Naoki Okamura	For
			Elect Rie Akiyama as Audit Committee Director	For
			Elect Takashi Tanaka	Against
			Elect Yoichi Ono	For
Aumann AG	15.06.2023	Germany	Allocation of Dividends	Against
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Aurubis AG	16.02.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Miscellaneous)	Abstain
			Amendments to Articles (Supervisory Board Appointment Term)	For
			Amendments to Articles (Supervisory Board remuneration)	For
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Elect Fritz Vahrenholt	Against
			Elect Gunnar Groebler	For
			Elect Kathrin Dahmke	For
			Elect Markus Kramer	For
			Elect Sandra Reich	For
			Elect Stephan Krümmel	For
			Management Board Remuneration Policy	Abstain
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Abstain
AUT01 Group	07.06.2023	Germany	Stock Option Plan; Increase in Conditional Capital	Against
			Amendments to Articles (Virtual General Meeting)	For
			Appointment of Auditor	For
			Elect Martine Gorce Mombosse as Supervisory Board Member	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Autodesk Inc.	21.06.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Andrew Anagnost	For
			Elect Ayanna M. Howard	For
			Elect Blake J. Irving	For
			Elect Elizabeth S. Rafael	For
			Elect Karen Blasing	For
			Elect Lorie M. Norrington	Against
			Elect Mary T. McDowell	For
			Elect Rami Rahim	For
			Elect Reid French	For
			Elect Stacy J. Smith	For
			Elect Stephen D. Milligan	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Automatic Data Processing Inc.	08.11.2023	United States	Advisory Vote on Executive Compensation	For
			Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve 1 YEAR	For
			Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve 2 YEARS	Unvoted
			Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve 3 YEARS	Unvoted
			Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve for ABSTAIN	Unvoted
			Elect Carlos A. Rodriguez	Against
			Elect David V. Goettker	For
			Elect Francine S. Katsoudas	For
			Elect John P. Jones	For
			Elect Linnie M. Haynesworth	For
			Elect Maria Black	For
			Elect Nazic S. Keene	For
			Elect Peter E. Bisson	For
			Elect Sandra S. Wijberg	For
			Elect Scott F. Powers	For
			Elect Thomas J. Lynch	For
			Elect William J. Ready	Against
			Ratification of Auditor	Against
Autozone Inc.	20.12.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Brian Harnasch	For
			Elect D. Bryan Jordan	Against
			Elect Earl G. Graves, Jr.	For
			Elect Enderson Guimaraes	For
			Elect Gale V. King	For
			Elect George R. Mrkonjic, Jr.	For
			Elect Jill Ann Soltau	For
			Elect Linda A. Goodspeed	For

			Elect Michael A. George	For
			Elect William C. Rhodes, III	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Abstain	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Unvoted
			Ratification of Auditor	Against
Avallbay Communities Inc.	24.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Benjamin W. Schall	For
			Elect Charles E. Mueller, Jr.	For
			Elect Christopher B. Howard	For
			Elect Glyn F. Aepfel	Against
			Elect Nnenna Lynch	For
			Elect Richard J. Lieb	For
			Elect Ronald L. Havner, Jr.	For
			Elect Stephen P. Hills	For
			Elect Susan Swaney	Against
			Elect Terry S. Brown	Against
			Elect Timothy J. Naughton	For
			Elect W. Edward Walter III	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Aviva Plc	04.05.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Approval of the Company's Climate-related Financial Disclosure	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Issue Solvency II Securities w/ Preemptive Rights	For
			Authority to Issue Solvency II Securities w/o Preemptive Rights	For
			Authority to Repurchase 8 3/4% Preference Shares	For
			Authority to Repurchase 8 3/8% Preference Shares	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Amanda J. Blanc	For
			Elect Andrea Blance	For
			Elect Charlotte C. Jones	For
			Elect George Culmer	For
			Elect Jim McConville	For
			Elect Martin Strobel	For
			Elect Michael Craston	For
			Elect Michael Mire	For
			Elect Mohit Joshi	For
			Elect Patrick Flynn	For
			Elect Pippa Lambert	For
			Elect Shonaid Jemmett-Page	For
			Final Dividend	For
			Reduction in Capital Redemption Reserve	For
			Reduction in Share Premium Account	For
			Remuneration Report	For
Axa	27.04.2023	France	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022)	For
			2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	For
			2022 Remuneration of Thomas Buberl, CEO	Against
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CED)	For
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Case of Exchange Offers	For
			Authority to Increase Capital in Consideration for Contributions In Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Shares and Convertible Debt Through Private Placement	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For
			Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Set Offering Price of Shares	For
			Consolidated Accounts and Reports	For
			Employee Stock Purchase Plan	For
			Special Auditors Report on Regulated Agreements	For
			Stock Purchase Plan for Overseas Employees	For
Baader Bank AG	06.07.2023	France	Allocation of Profits/Dividends	For
			Amendments to Articles (Virtual AGM and Supervisory Board Participation)	Against
			Appointment of Auditor	For
			Election of Supervisory Board (state)	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
Banco Bilbao Vizcaya Argentaria.	16.03.2023	Spain	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Treasury Shares and Reduce Capital	For
			Elect Ana Leonor Revenga Shanklin	For
			Elect Carlos Salazar Lomelin	For
			Elect Lourdes Málz Carro	For
			Elect Raul Catarino Galamba de Oliveira	For
			Elect Sonia Duña	For
			Maximum Variable Pay Ratio	For
			Ratification of Board Acts	For
			Remuneration Policy	For
			Remuneration Report	For
			Report on Non-Financial Information	For
Bank Of New York Mellon Corp	12.04.2023	United States	Advisory Vote on Executive Compensation	For
			Approval of the 2023 Long-Term Incentive Plan	For
			Elect Alfred W. Zoller	For
			Elect Elizabeth E. Robinson	For
			Elect Frederick O. Terrell	For
			Elect Jeffrey A. Goldstein	For
			Elect Joseph J. Echevarria	For
			Elect K. Guru Gowrappan	For
			Elect Linda J. Cook	For
			Elect M. Amy Gilliland	For
			Elect Ralph Izzo	For
			Elect Robin A. Vince	For
			Elect Sandie O'Connor	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
Bank Of Nova Scotia	04.04.2023	Canada	Shareholder Proposal Regarding Severance Approval Policy	Against
			Advisory Vote on Executive Compensation	For
			Appointment of Auditor	Withhold
			Elect Aaron W. Regent	For
			Elect Benita M. Warmbold	For
			Elect Calin Rovinescu	For
			Elect Daniel H. Callahan	For
			Elect Guillermo E. Babatz	For
			Elect L. Scott Thomson	For
			Elect Lynn K. Patterson	For
			Elect Michael D. Penner	For
			Elect Nora A. Aufreiter	For
			Elect Scott B. Bonham	For
			Elect Una M. Power	For
			Elect W. Dave Dowlich	For
			Shareholder Proposal Regarding Report on Client Net-Zero Transition Plans	Against
			Shareholder Proposal Regarding Say on Climate	Against
Basf SE	27.04.2023	Germany	Allocation of Dividends	Against
			Amendments to Articles (Virtual Meetings)	Abstain
			Amendments to Articles (Virtual Participation of Shareholders)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Abstain
			Appointment of Auditor	For
			Ratification of Management Board Acts	Abstain
			Ratification of Supervisory Board Acts	Abstain
			Remuneration Report	For
Basler AG	26.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Supervisory Board Remuneration Schedule)	For
			Amendments to Articles (Virtual AGM and Participation)	Against
			Appointment of Auditor	For

			Authority to Repurchase and Reissue Shares	For
			Ratify Alexander Temme	For
			Ratify Arndt Bake	For
			Ratify Dietmar Ley	For
			Ratify Dorothea Brandes	Against
			Ratify Eckart Kottkamp	Against
			Ratify Hardy Mehl	For
			Ratify Horst W. Garbrecht	Against
			Ratify Lennart Schlenburg	Against
			Ratify Marco Grimm	Against
			Ratify Mirja Steinkamp	Against
			Ratify Norbert Basler	Against
			Remuneration Report	Against
Baxter International Inc.	02.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Amy M. Wendell	For
			Elect Brent Shafer	For
			Elect Catherine R. Smith	Against
			Elect David S. Wilkes	For
			Elect José E. Almeida	For
			Elect Michael F. Mahoney	For
			Elect Nancy M. Schlichting	For
			Elect Patricia Morrison	For
			Elect Peter M. Wilver	Against
			Elect Stephen N. Oesterle	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Against
			Shareholder Proposal Regarding Severance Approval Policy	Against
Bayer AG	28.04.2023	Germany	Approval of Amended Shareholder Proposals	Against
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Kimberly Lein-Mathisen	For
			Elect Norbert Winkeljohann	For
			Presentation of Accounts and Report; Allocation of Dividends	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Bayerische Motoren Werke AG	11.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual General Meeting)	For
			Appointment of Auditor	For
			Elect Kurt Bock as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratify André Mandl	For
			Ratify Anke Schäferkordt	For
			Ratify Bernhard Ebner	For
			Ratify Christiane Benner	For
			Ratify Christoph M. Schmidt	For
			Ratify Dominique Mohabeer	For
			Ratify Gerhard Kurz	For
			Ratify Heinrich Hiesinger	For
			Ratify Jens Köhler	For
			Ratify Johann Horn	For
			Ratify Kurt Bock	For
			Ratify Manfred Schoch	For
			Ratify Marc Bizer	For
			Ratify Norbert Reithofer	For
			Ratify Rachel Empey	For
			Ratify Sibylle Wankel	For
			Ratify Stefan Quandt	For
			Ratify Stefan Schmid	For
			Ratify Susanne Klatten	For
			Ratify Thomas Wittig	For
			Ratify Vishal Sikka	For
			Ratify Werner Zierer	For
			Remuneration Report	For
Bechtle AG	25.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles	Against
			Amendments to Articles (Supervisory Board)	For
			Amendments to Articles (Technical Amendment)	For
			Appointment of Auditor	For
			Elect Elke Reichart	For
			Elect Elmar König	Against
			Elect Klaus Straub	Against
			Elect Klaus Winkler	Against
			Elect Kurt Dobitsch	Against
			Elect Lars Grüner	Against
			Elect Sandra Stegmann	For
			Elect Thomas Hess	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Befesa S.A.	15.06.2023	Luxembourg	Allocation of Dividends	For
			Appointment of Auditor	For
			Approval of Consolidated Financial Statements	For
			Approval of Standalone Financial Statements	For
			Management Board Remuneration Policy	For
			Non-Executive Directors' Fees	For
			Ratification of Board Acts	For
			Remuneration Report	Against
Beiersdorf AG	13.04.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual General Meetings)	For
			Appointment of Auditor	For
			Elect Beatrice Dreyfus as Substitute Member	For
			Elect Uta Kemmerich-Kell	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Beno Holding Ag	27.09.2023	Germany	Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
Bertrandt AG	22.02.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Bijou Brigitte Mod. Access. AG	20.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Chair of the General Meeting)	For
			Amendments to Articles (Supervisory Board Meetings and Resolutions)	For
			Amendments to Articles (Virtual AGM)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	For
			Elect Claus-Matthias Böge as Supervisory Board Member	Against
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Bilfinger SE	20.04.2023	Germany	Allocation of Dividends	For
			Amendments to Articles	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual General Meeting)	For
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Increase in Authorised Capital	Against
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Blackrock Inc.	24.05.2023	United States	Remuneration Report	Against
			Advisory Vote on Executive Compensation	For
			Elect Badier M. Alcaid	For
			Elect Charles H. Robbins	For
			Elect Cheryl D. Mills	For
			Elect Fabrizio Freda	For
			Elect Gordon M. Nixon	For
			Elect Hans E. Vestberg	For

			Elect Kristin C. Peck	For
			Elect Laurence D. Fink	For
			Elect Marco Antonio Slim Domit	For
			Elect Margaret "Peggy" L. Johnson	For
			Elect Mark Wilson	For
			Elect Murry S. Gerber	For
			Elect Pamela Daley	Against
			Elect Robert S. Kapito	For
			Elect Susan L. Wagner	For
			Elect William E. Ford	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Civil Rights Audit	Against
			Shareholder Proposal Regarding Report on Material Risks of iShares ETF	Against
			Shareholder Proposal Regarding Report on Pension Fund Clients' Investment Returns	Against
Blue Cap AG	23.06.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratify Freya Oehle	For
			Ratify Henning von Kottwitz	For
			Ratify Kirsten Lange	For
			Ratify Michael Schieble	For
			Ratify Michel Luc Galeazzi	For
			Ratify Peter Bräutigam	For
			Ratify Stephan Werhahn	For
BNP Paribas	16.05.2023	France	2022 Remuneration of Identified Staff	For
			2022 Remuneration of Jean Lemierre, Chair	For
			2022 Remuneration of Jean-Laurent Bonnafé, CEO	For
			2022 Remuneration of Thierry Laborde, Deputy CEO	For
			2022 Remuneration of Yann Gérardin, Deputy CEO	For
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CEO and Deputy CEOs)	For
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports: Non Tax-Deductible Expenses	For
			Allocation of Profits/Dividends	For
			Amendment Regarding the Chair's Age Limit	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Election Monique Cohen	For
			Election of Daniela Schwarzer	For
			Election of Jacques Aschenbroich	For
			Election of Jean Lemierre	For
			Employee Stock Purchase Plan	For
			Special Auditors Report on Regulated Agreements	For
Booking Holdings Inc	06.06.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Charles H. Noski	For
			Elect Glenn D. Fogel	For
			Elect Joseph "Larry" Quinlan	For
			Elect Lynn M. Vojvodich Radakovich	For
			Elect Miriam M. Graddick-Weir	For
			Elect Nicholas J. Reed	For
			Elect Robert J. Mylod Jr.	Withhold
			Elect Sumit Singh	For
			Elect Thomas E. Rothman	For
			Elect Vanessa A. Wittman	For
			Elect Wei Hopenan	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Severance Approval Policy	Against
			Advisory Vote on Executive Compensation	For
			Elect Charles J. Dockendorff	For
			Elect David J. Roux	Against
			Elect David S. Wichmann	Against
			Elect Edward J. Ludwig	Against
			Elect Ellen M. Zane	Against
			Elect John E. Sununu	Against
			Elect Michael F. Mahoney	For
			Elect Nelda J. Connors	For
			Elect Yoshiaki Fujimori	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Bouygues	27.04.2023	France	2022 Remuneration of Edouard Bouygues, Deputy CEO	Against
			2022 Remuneration of Martin Bouygues, Chair	For
			2022 Remuneration of Olivier Roussat, CEO	For
			2022 Remuneration of Pascal Grangé, Deputy CEO	For
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CEO and Deputy CEOs)	Against
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Grant Stock Options	Against
			Authority to Increase Capital in Case of Exchange Offers	Against
			Authority to Increase Capital in Consideration for Contributions in Kind	Against
			Authority to Increase Capital Through Capitalisations	Against
			Authority to Issue Restricted Shares	Against
			Authority to Issue Restricted Shares (Pension Scheme)	For
			Authority to Issue Shares and Convertible Debt Through Private Placement	Against
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
			Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Against
			Authority to Issue Warrants as a Takeover Defense	Against
			Authority to Repurchase and Reissue Shares	Against
			Authority to Set Offering Price of Shares	Against
			Consolidated Accounts and Reports	For
			Elect Alexandre de Rothschild	Against
			Elect Benoît Maes	For
			Employee Stock Purchase Plan	Against
			Greenshoe	Against
			Special Auditors Report on Regulated Agreements	Against
Brambles Ltd	12.10.2023	Australia	Elect Priya Rajagopalan	For
			Equity Grant (CEO Graham Chipchase - PSP)	For
			Equity Grant (CFO Nessa O'Sullivan - MyShare Plan)	For
			Equity Grant (CFO Nessa O'Sullivan - MyShare Plan)	For
			Re-elect John Mullen	For
			Re-elect Ken McCall	For
			Re-elect Nora Scheinkestel	For
			Remuneration Report	For
Branicks Group AG	30.03.2023	Germany	Allocation of Dividends	Against
			Amendments to Articles (Share Register)	For
			Amendments to Articles (Supervisory Board Term)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual Meetings)	Against
			Appointment of Auditor	For
			Change of Company Name	For
			Ratification of Management Board Acts	For
			Ratify Gerhard Schmidt	Against
			Ratify Other Supervisory Board Members	Against
Brenntag SE	15.06.2023	Germany	Additional or Amended Shareholder Proposals	Against
			Allocation of Dividends	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Elect Richard Ridinger	For
			Elect Sujatha Chandrasekaran	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Abstain
			Supervisory Board Remuneration Policy	For
British Land Co plc	11.07.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For



			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Alastair Hughes	For
			Elect Bhavesh Mishra	For
			Elect Invinder Goodhew	For
			Elect Laura Wade-Gery	For
			Elect Loraine Woodhouse	For
			Elect Lynn Gladden	For
			Elect Mark Aedy	For
			Elect Preben Prebensen	For
			Elect Simon Carter	For
			Elect Tim Score	Against
			Final Dividend	For
			Long-Term Incentive Plan	For
			Remuneration Report	For
			Savings-Related Share Option Scheme	For
Cadence Design Systems, Inc.	04.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the Omnibus Equity Incentive Plan	For
			Elect Alberto Sangiovanni-Vincentelli	For
			Elect Anirudh Devgan	For
			Elect Ita M. Brennan	Against
			Elect James D. Plummer	For
			Elect John B. Shoven	For
			Elect Julia Lisson	For
			Elect Lewis Chew	For
			Elect Mark W. Adams	For
			Elect Mary L. Krakauer	Against
			Elect Young K. Sohn	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against
Canadian Pacific Kansas City Limited	15.06.2023	Canada	Advisory Vote on Approach to Climate Change	For
			Advisory Vote on Executive Compensation	For
			Appointment of Auditor	For
			Elect Andrea Robertson	For
			Elect Antonio Garza	For
			Elect David Garza-Santos	For
			Elect Edward R. Hamberger	For
			Elect Gillian H. Denham	For
			Elect Gordon T. Trafton	For
			Elect Henry J. Maier	For
			Elect Isabelle Courville	Against
			Elect Jane L. Peverett	For
			Elect Janet H. Kennedy	For
			Elect John Baird	For
			Elect Keith E. Creel	For
			Elect Matthew H. Paull	For
Cancom SE	14.06.2023	Germany	Allocation of Dividends	Against
			Amendments to Articles (Supervisory Board Meetings)	For
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Elect Swantje Schulte as Supervisory Board Member	For
			Increase in Authorised Capital	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Cappemini	16.05.2023	France	2022 Remuneration of Aliman Ezzat, CEO	For
			2022 Remuneration of Paul Hermelin, Chair	For
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CEO)	For
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Issue Performance Shares	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Megan Clarken	For
			Elect Ulrica Fearn	For
			Employee Stock Purchase Plan	For
			Special Auditors Report on Regulated Agreements	For
			Stock Purchase Plan for Overseas Employees	For
Carl Zeiss Meditec A G	22.03.2023	Germany	Allocation of Dividends	For
			Amendments to Articles	For
			Amendments to Articles (Supervisory Board Participation)	For
			Amendments to Articles (Virtual Meetings)	Against
			Appointment of Auditor	For
			Elect Christian Müller	For
			Elect Isabel De Paoli	For
			Elect Kari Lamprecht	For
			Elect Peter Kameritsch	For
			Elect Tania von der Goltz	For
			Elect Torsten Reitze	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Carlyle Group Inc (The)	30.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2012 Equity Incentive Plan	For
			Elect Anthony Welters	Withhold
			Elect Lawton W. Pitt	Withhold
			Elect Mark S. Quidan	Withhold
			Elect William E. Conway, Jr.	Withhold
			Ratification of Auditor	Against
			Repeal of Classified Board	For
			Shareholder Proposal Regarding Simple Majority Vote	For
Carrefour	26.05.2023	France	2022 Remuneration of Alexandre Bompard, Chair and CEO	Against
			2022 Remuneration Report	Against
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (Chair and CEO)	Against
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor (Mazars)	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Consideration for Contributions in Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Performance Shares	Against
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Issue Shares and/or Convertible Debt Through Private Placement	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Alexandre Pierre Alain Bompard	For
			Elect Marie-Laure Sauty de Chalon	For
			Employee Stock Purchase Plan	For
			Greenshoe	For
			Opinion on the Company's Scope 3 Initiatives	For
			Special Auditors Report on Regulated Agreements	For
			Stock Purchase Plan for Overseas Employees	For
CDW Corp.	18.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Allow Shareholders the Right to Call Special Meetings	For
			Amendment to Articles Regarding Officer Exculpation	Against
			Elect Anthony R. Fox	For
			Elect Christine A. Leahy	For
			Elect David W. Nelms	For
			Elect Donna F. Zarcone	For
			Elect James A. Bell	Against
			Elect Joseph R. Swedish	For
			Elect Lynda M. Clarizio	For
			Elect Marc E. Jones	For
			Elect Sanjay Mehrotra	For
			Elect Virginia Addicott	For
			Frequency of Advisory Vote on Executive Compensation	1 Year

Cenit AG	17.05.2023	Germany	Ratification of Auditor	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual General Meeting)	For
			Appointment of Auditor	For
			Elect Rainer-Christian Koppitz	Against
			Elect Regina Weinmann	For
			Increase in Authorised Capital	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Centene Corp.	10.05.2023	United States	Supervisory Board Remuneration Policy	For
			Advisory Vote on Executive Compensation	Against
			Elect Christopher J. Coughlin	For
			Elect Frederick H. Eppinger	For
			Elect H. James Dallas	For
			Elect Jessica L. Blume	For
			Elect Kenneth A. Burdick	For
			Elect Lori J. Robinson	For
			Elect Monte E. Ford	For
			Elect Sarah M. London	For
CEWE Stiftung & Co. KGaA	07.06.2023	Germany	Elect Theodore R. Samuels, II	For
			Elect Wayne S. DeVeydt	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Report on Linking Executive Pay to Maternal Morbidity Metrics	For
			Shareholder Proposal Regarding Severance Approval Policy	Against
			Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
Check Point Software Technologies	03.08.2023	Israel	Elect Birgit Vemmer	For
			Elect Christiane Hipp	For
			Elect Daniela Mattheus	For
			Elect Kersten Duwe	For
			Elect Martina Sandrock	For
			Elect Paolo Dell'Antonio	For
			Ratification of General Partner Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Amend NED Compensation Arrangements	For
Cherry SE	17.05.2023	Germany	Approve CEO Compensation	For
			Elect Gil Shwed	For
			Elect Jerry Lingserman	For
			Elect Jill D. Smith	For
			Elect Ray Rothrock as Outside Director	For
			Elect Shal Weiss	For
			Elect Tal Shavit	For
			Elect Zipora Ozer-Armon	For
			Ratification of Auditor	Against
			Amendments to Articles (Limitations of Speeches and Questions)	For
Chr. Hansen Holding	30.03.2023	Denmark	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor (FY 2023)	For
			Appointment of Auditor for Interim Statements	For
			Approval of Profit-and-Loss Transfer Agreement with Cherry Peripherals GmbH	For
			Elect Charlotte Howmand Johs	For
			Elect Dino Sawaya	For
			Elect Heather L. Faust	For
			Elect James Burns	For
			Elect Joachim Coers	For
Chubb Limited	17.05.2023	Switzerland	Elect Marcel Stolk	For
			Elect Steven M. Greenberg	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Amendments to Articles (Financial Year)	For
			Authorization of Legal Formalities	For
			Directors' Fees	For
			Indemnification of Directors	For
			Merger/Acquisition	For
Cigna Group (The)	26.04.2023	United States	Accounts and Reports	For
			Additional or Amended Proposals	Against
			Advisory Vote on Executive Compensation	For
			Allocation of Profits	For
			Amendment to Advance Notice Period	For
			Amendment to Par Value	For
			Amendments to Articles (Revision of Law)	For
			Appointment of Independent Proxy (Switzerland)	For
			Appointment of Special Auditor	For
			Board Compensation	For
Cisco Systems, Inc.	06.12.2023	United States	Cancellation of Shares	For
			Compensation Report (Switzerland)	For
			Dividends from Reserves	For
			Elect David H. Sidwell	For
			Elect Evan G. Greenberg	For
			Elect Evan G. Greenberg as Chair	For
			Elect Frances F. Townsend	For
			Elect Kathy Bonanno	For
			Elect Michael G. Atieh	For
			Elect Michael L. Corbat	For
Citigroup Inc	25.04.2023	United States	Elect Michael P. Connors	For
			Elect Nancy K. Buese	For
			Elect Olivier Steimer	For
			Elect Robert J. Hugin	For
			Elect Robert W. Scully	Against
			Elect Sheila P. Burke	For
			Elect Theodore E. Shasta	For
			Election of Statutory Auditors	For
			Executive Compensation (Binding)	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
Cigna Group (The)	26.04.2023	United States	Frequency of Advisory Vote on Executive Compensation to approve 1 year	For
			Frequency of Advisory Vote on Executive Compensation to approve 2 years	Unvoted
			Frequency of Advisory Vote on Executive Compensation to approve 3 years	Unvoted
			Frequency of Advisory Vote on Executive Compensation to approve abstain	Unvoted
			Ratification of Auditor	Against
			Ratification of Board Acts	For
			Shareholder Proposal Regarding Human Rights Risks and Underwriting Process	Against
			Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement	For
			Advisory Vote on Executive Compensation	For
			Amendment to Allow Exculpation of Officers	Against
Cisco Systems, Inc.	06.12.2023	United States	Elect David M. Cordani	For
			Elect Donna F. Zarcone	For
			Elect Eider Granger	For
			Elect Eric C. Wiseman	For
			Elect Eric J. Foss	For
			Elect George Kurian	For
			Elect Kathleen M. Mazzarella	For
			Elect Kimberly A. Ross	For
			Elect Mark B. McClellan	For
			Elect Neesha Haithi	For
Citigroup Inc	25.04.2023	United States	Elect William J. Delaney	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against
			Shareholder Proposal Regarding Right to Call Special Meetings	For
			Advisory Vote on Executive Compensation	Against
			Amendment to the 2005 Stock Incentive Plan	For
			Elect Charles H. Robbins	For
			Elect Daniel H. Schulman	For
			Elect John D. Harris II	For
Cisco Systems, Inc.	06.12.2023	United States	Elect Kristina M. Johnson	For
			Elect Marianna Tessel	For
			Elect Mark S. Garrett	For
			Elect Michael D. Capellas	For
			Elect Sarah Rae Murphy	For
			Elect Wesley G. Bush	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Report on Tax Transparency	For
			Advisory Vote on Executive Compensation	For
Amendment to the 2019 Stock Incentive Plan	For			

			Elect Barbara J. Desoer	For
			Elect Casper W. von Koskull	For
			Elect Diana L. Taylor	For
			Elect Duncan P. Hennes	For
			Elect Ellen M. Costello	For
			Elect Gary M. Reiner	For
			Elect Grace E. Dalley	For
			Elect James S. Turley	For
			Elect Jane N. Fraser	For
			Elect John C. Dugan	Against
			Elect Peter B. Henry	For
			Elect Renée J. James	For
			Elect S. Leslie Ireland	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against
			Shareholder Proposal Regarding Independent Chair	Against
			Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Against
			Shareholder Proposal Regarding Severance Approval Policy	Against
CME Group Inc	04.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	1 Year
			Elect Bryan T. Durkin	For
			Elect Charles P. Carey	For
			Elect Daniel G. Kaye	Against
			Elect Daniel R. Glickman	Against
			Elect Deborah J. Lucas	For
			Elect Dennis A. Suskind	Against
			Elect Harold Ford Jr.	For
			Elect Howard J. Siegel	For
			Elect Kathryn Benesh	For
			Elect Larry G. Gerdes	Against
			Elect Martin J. Geisman	Against
			Elect Phyllis M. Lockett	Against
			Elect Rahael Seifu	For
			Elect Terrence A. Duffy	For
			Elect Terry L. Savage	For
			Elect Timothy S. Bitsberger	For
			Elect William R. Shepard	For
			Ratification of Auditor	Against
Cochlear Ltd.	17.10.2023	Australia	Accounts and Reports	For
			Elect Bruce G. Robinson	Against
			Elect Michael G. Daniell	Against
			Equity Grant (MD/CEO & President Dig Howitt)	For
			Remuneration Report	For
			Renew Proportional Takeover Provisions	For
Coloplast AS	07.12.2023	Denmark	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Articles (Indemnification Scheme)	For
			Appointment of Auditor	For
			Authority to Repurchase Shares	For
			Authorization of Legal Formalities	For
			Directors' Fees	For
			Elect Annette Brülls	For
			Elect Carsten Hellmann	For
			Elect Jette Nygaard-Andersen	For
			Elect Lars Søren Rasmussen	For
			Elect Marianne Wiinholt	For
			Elect Niels Peter Louis-Hansen	Abstain
			Indemnification of Directors/Officers	For
			Remuneration Policy	Against
			Remuneration Report	Against
Commerzbank AG	31.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (General Meeting Venue)	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor for FY 2023	For
			Appointment of Auditor for Interim Statements until 2024 AGM	For
			Authority to Issue Participation Rights and Hybrid Bonds	For
			Elect Burkhard Keese	For
			Elect Caroline Seifert	For
			Elect Daniels Mattheus	For
			Elect Frank Kachowski	For
			Elect Frank Westhoff	For
			Elect Gertrude Tumpel-Gugerell	For
			Elect Harald Christ	For
			Elect Jens Weidmann	For
			Elect Jutta Dörries	For
			Elect Sabine U. Dietrich	For
			Increase in Authorised Capital 2023/II	Against
			Increase in Authorised Capital 2023/I	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
CompuGroup Medical SE & Co. KGaA	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual General Meeting)	Against
			Amendments to Articles (Virtual Participation of the Supervisory Board)	Against
			Appointment of Auditor	For
			ELECT REINHARD LYHS TO THE SUPERVISORY BOARD	For
			Management Board Remuneration Policy	Against
			Presentation of Accounts and Reports	For
			Ratification of General Partner Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Continental AG	27.04.2023	Germany	Allocation of Dividends	Against
			Amendment to Previously Approved Control Agreement	For
			Amendments to Articles (General Meeting)	Abstain
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Ratify Ariane Reinhart	Abstain
			Ratify Carmen Loeffler	For
			Ratify Christian Koetz	Abstain
			Ratify Christiane Benner	For
			Ratify Dirk Nordmann	For
			Ratify Dorothea von Boxberg	For
			Ratify Elke Voikmann	For
			Ratify Francesco Grioli	For
			Ratify Georg Schaeffler	For
			Ratify Gunter Dunkel	For
			Ratify Hasan Allak	For
			Ratify Isabel Knauf	For
			Ratify Joerg Schoenfelder	For
			Ratify Katja Duerrfeld	Abstain
			Ratify Klaus Rosenfeld	For
			Ratify Lorenz Pflau	For
			Ratify Maria-Elisabeth Schaeffler-Thumann	For
			Ratify Michael Ighaut	For
			Ratify Nikolai Setzer	Abstain
			Ratify Phillip Nelles	Abstain
			Ratify Raif Nonnenmacher	For
			Ratify Sabine Neuss	For
			Ratify Satish Khata	For
			Ratify Stefan Buchner	For
			Ratify Stefan Scholz	For
			Ratify Wolfgang Reitzle	For
			Remuneration Report	For
ConvaTec Group Plc	18.05.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Brian May	For
			Elect Constantin Coussios	For
			Elect Heather L. Mason	For
			Elect John D. G. McAdam	For
			Elect Jonny Mason	For
			Elect Karim Bitar	For

			Elect Kimberly S. Lody	For
			Elect Margaret Ewing	For
			Elect Sharon O'Keefe	For
			Elect Sten Scheibye	For
			Final Dividend	For
			Remuneration Policy	For
Coty Inc	02.11.2023	United States	Shareholder Proposal Regarding Report on Plastics	Against
			Advisory Vote on Executive Compensation	Against
			Elect Anna Adeola Makanju	Withhold
			Elect Beatrice Ballini	Withhold
			Elect Isabelle Parize	For
			Elect Joachim Creus	For
			Elect Johannes P. Huth	For
			Elect Lubomira Rochet	For
			Elect Maria Asunción Aramburuzabala Larregui	Withhold
			Elect Olivier Gaudet	For
			Elect Peter Harf	For
			Elect Robert S. Singer	For
			Elect Sue Y. Nabi	For
			Ratification of Auditor	Against
Covestro AG	19.04.2023	Germany	Shareholder Proposal Regarding Report on Plastics	Against
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual Meeting)	For
			Appointment of Auditor	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
CSX Corp.	10.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect David M. Moffett	For
			Elect Donna M. Alvarado	For
			Elect J. Steven Whisler	For
			Elect James L. Wainscott	For
			Elect John J. Zillmer	Against
			Elect Joseph R. Hinrichs	For
			Elect Linda H. Rieffer	Against
			Elect Paul C. Hila	Against
			Elect Steven T. Halverson	For
			Elect Suzanne M. Vautrinot	Against
			Elect Thomas P. Bostick	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
CTP N.V.	25.04.2023	Netherlands	Ratification of Auditor	Against
			Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles Regarding Virtual-Only Meetings	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/ Preemptive Rights (Interim Scrip Dividend)	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	Against
			Authority to Suppress Preemptive Rights (Interim Scrip Dividend)	For
			Ratification of Executive Directors' Acts	For
			Ratification of Non-Executives' Acts	For
			Remuneration Report	For
CTS Eventim AG & Co KGAA	16.05.2023	Germany	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Shareholders' Rights)	For
			Amendments to Articles (Virtual AGM)	Against
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	For
			Ratification of General Partner Acts	Against
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
CVS Health Corp	18.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Alecia A. DeCoudreaux	For
			Elect Anne M. Finucane	For
			Elect C. David Brown II	For
			Elect Edward J. Ludwig	For
			Elect Fernando Aguirre	For
			Elect Jean-Pierre Millon	For
			Elect Jeffrey R. Baiser	For
			Elect Karen S. Lynch	For
			Elect Mary L. Schapiro	For
			Elect Nancy-Ann DeParle	For
			Elect Roger N. Farah	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Against
			Shareholder Proposal Regarding Paid Sick Leave	For
			Shareholder Proposal Regarding Right to Call Special Meetings	Against
			Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For
			Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	For
Daimler Truck Holding AG	21.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor for Fiscal Year 2023	For
			Appointment of Auditor for Interim Statements until 2024 AGM	For
			Management Board Remuneration Policy	For
			Ratify Akihiro Eto	For
			Ratify Andrea Reith	For
			Ratify Andrea Seidel	For
			Ratify Andrea Gorbach	For
			Ratify Bruno Buschbacher	For
			Ratify Carmen Klitzsch-Müller	For
			Ratify Claudia Peter	For
			Ratify Harald Dorn	For
			Ratify Harald Wilhelm	For
			Ratify Jacques Esculler	For
			Ratify Jaehen Goetz	For
			Ratify Joe Kaeser	For
			Ratify John Krafcik	For
			Ratify John O'Leary	For
			Ratify Jörg Köhlinger	For
			Ratify Jörg Lorz	For
			Ratify Jürgen Hartwig	For
			Ratify Karin Rådström	For
			Ratify Karl Deggen	For
			Ratify Laura Ipsen	For
			Ratify Marie Wiecek	For
			Ratify Martin Daum	For
			Ratify Martin H. Richenhagen	For
			Ratify Michael Brecht	For
			Ratify Michael Brosnan	For
			Ratify Raymond Curry	For
			Ratify Renata Jungo Brüngeger	For
			Ratify Roman Zitzelsberger	For
			Ratify Stephan Unger	For
			Ratify Thomas Zwick	For
			Remuneration Report	For
Danaher Corp.	09.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect A. Shane Sanders	Against
			Elect Alan G. Spoon	For
			Elect Elias A. Zerhouni	Against
			Elect Feroz Dewan	Against
			Elect Jessica L. Mega	For
			Elect John T. Schwieters	Against
			Elect Linda P. Heffner Filler	Against
			Elect Mitchell P. Rales	Against
			Elect Pardis C. Sabeti	For
			Elect Rainer M. Blair	For
			Elect Raymond C. Stevens	For
			Elect Steven M. Rales	For
			Elect Teri L. List	For
			Elect Walter G. Lohr, Jr.	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Diversity and Inclusion Report	Against
			Shareholder Proposal Regarding Independent Chair	For
Datagroup SE	09.03.2023	Germany	Allocation of Dividends	For
			Amendments to Articles	Against
			Appointment of Auditor	For

			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Increase in Authorised Capital	Against
			Ratify Andreas Baresel	For
			Ratify Carola Wittig	For
			Ratify Hans-Hermann Schaber	For
			Ratify Heinz Hilgert	For
			Ratify Hubert Deutsch	For
			Ratify Oliver Thorne	For
			Ratify Sabine Laukemann	For
Deere & Co.	22.02.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Alan C. Heuberger	For
			Elect Charles O. Holliday, Jr.	For
			Elect Clayton M. Jones	For
			Elect Dmitri L. Stockton	For
			Elect Gregory R. Page	For
			Elect John C. May	For
			Elect Leanne G. Carat	For
			Elect Michael O. Johanns	For
			Elect Sheila G. Talton	For
			Elect Sherry M. Smith	For
			Elect Tamra A. Erwin	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Severance Approval Policy	For
Defama Deutsche Fachmarkt AG	21.07.2023	Germany	Allocation of Dividends	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
Delivery Hero SE	14.06.2023	Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Supervisory Board remuneration)	For
			Amendments to Articles (Virtual General Meeting)	For
			Amendments to the Stock Option Plan 2019 and 2021	Against
			Appointment of Auditor	For
			Approval of Profit-and-Loss Transfer Agreement with Delivery Hero Finco Germany	For
			Approval of Profit-and-Loss Transfer Agreement with Foodpanda	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital 2023/I	Against
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Increase in Authorised Capital 2023/I	Against
			Increase in Authorised Capital 2023/II	Against
			Increase in Authorised Capital 2023/III	For
			Management Board Remuneration Policy	Abstain
			Ratification of Management Board Acts	For
			Ratify Dimitrios Tsaousis	Against
			Ratify Gabriella Ardbo	Against
			Ratify Jeanette L. Gorgas	Against
			Ratify Martin Enderle	Against
			Ratify Mis Engvall	Against
			Ratify Patrick Kolek	Against
			Remuneration Report	Against
Deltec AG	21.06.2023	Germany	Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	Abstain
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Andre Hartmann-Piraudieu as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Stock Option Plan; Increase in Conditional Capital	Against
			Supervisory Board Remuneration Policy	For
DENTSPLY Sirona Inc	24.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Betty O. Holden	Against
			Elect Clyde R. Hoesin	For
			Elect Dorothea Wenzel	For
			Elect Eric K. Brandt	Against
			Elect Gregory T. Lucier	For
			Elect Harry M. Jansen Kraemer, Jr.	For
			Elect Janet S. Vergis	For
			Elect Jonathan J. Mazelsky	For
			Elect Leslie F. Varon	For
			Elect Simon D. Campion	For
			Elect Willie A. Deese	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Dermapharm Holding SE	14.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Against
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments	Against
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Increase in Authorised Capital	Against
			Increase in Conditional Capital	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Deufol SE	29.06.2023	Germany	Administrative Board Remuneration Policy	For
			Allocation of Dividends	For
			Appointment of Auditor	For
			Approval of Settlement Agreement	For
			Cancellation of Shares and Reduction in Share Capital	For
			Elect Axel Wöltjen	Against
			Elect Dennis Hübner	Against
			Elect Detlef W. Hübner	Against
			Elect Ewald Kaiser	Against
			Elect Gerard van Kesteren	Against
			Elect Helmut Olivier	Against
			Elect Holger Bürskens	Against
			Elect Marc Hübner	Against
			Elect Rüdiger Grube	Against
			Ratification of Administrative Board Acts	For
			Ratification of Management Board Acts	For
Deutsche Bank AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Share Register)	For
			Amendments to Articles (Transmission of General Meeting)	For
			Amendments to Articles (Virtual AGM)	For
			Amendments to Articles (Virtual Supervisory Board Member AGM Participation)	Against
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Elect John A. Thain	For
			Elect Mayres C. Clark	For
			Elect Michele Trogni	For
			Elect Norbert Winkeljohann	For
			Ratify Alexander von zur Mühlen	For
			Ratify Alexander Wynaendts	For
			Ratify Bernd Leukert	For
			Ratify Bernd Rose	For
			Ratify Christian Sewing	For
			Ratify Christiana Riley	For
			Ratify Dagmar Valcárcel	For
			Ratify Detlef Polaschek	For
			Ratify Fabrizio Campelli	For
			Ratify Frank Werneke	For
			Ratify Frank Witter	For
			Ratify Gabriele Pletscher	For
			Ratify Gerhard Eschelbeck	For
			Ratify Henriette Mark	For
			Ratify James von Moltke	For
			Ratify Jan Duscheck	For
			Ratify John Alexander Thain	For
			Ratify Karl von Rohr	For
			Ratify Ludwig Blomeyer-Bartenstein	For
			Ratify Manja Eifert	For
			Ratify Martina Klee	For
			Ratify Mayree Clark	For
			Ratify Michele Trogni	For
			Ratify Norbert Winkeljohann	For
			Ratify Olivier Vigneron	For

			Ratify Paul Achleitner	For
			Ratify Rebecca Short	For
			Ratify Sigmar Gabriel	For
			Ratify Stefan Simon	For
			Ratify Stefan Viertel	For
			Ratify Stuart Lewis	For
			Ratify Theodor Weimer	For
			Ratify Timo Heider	For
			Ratify Yngve Slyngstad	For
			Remuneration Report	For
			Supervisory Board Remuneration Policy	For
Deutsche Boerse AG	16.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Convocation of Shareholder Meetings)	For
			Amendments to Articles (Share Register)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Deutsche Lufthansa AG	09.05.2023	Germany	Amendments to Articles (Share Register)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Against
			Appointment of Auditor	Against
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Elect Carsten Knobel	For
			Elect Karl Gernandt	For
			Elect Karl-Ludwig Kluy	Against
			Increase in Authorised Capital for Employee Share Plans	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	Against
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	For
Deutsche Post AG	04.05.2023	Germany	Supervisory Board Remuneration Policy	For
			Allocation of Dividends	For
			Amendments to Articles (Location)	For
			Amendments to Articles (Virtual General Meeting)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Elect Katrin Suder	For
			Elect Mario Daberkow	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	For
Deutsche Telekom AG	05.04.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual General Meetings)	For
			Appointment of Auditor	For
			Elect Harald Krueger	For
			Elect Margret Sackale	For
			Elect Reinhard Ploss	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Deutsche Wohnen SE	15.06.2023	Germany	Allocation of Dividends	Against
			Amendments to Articles (First Supervisory Board)	For
			Amendments to Articles (Location of the General Meeting)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Against
			Appointment of Auditor	For
			Approval of Profit-and-Loss Transfer Agreement with Rhein Pfalz Wohnen GmbH	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Cancellation of Conditional Capital	For
			Elect Christoph Schauerte	Against
			Elect Peter Hohlbein	For
			Increase in Authorised Capital	Against
			Ratification of Management Board Acts	Abstain
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Shareholder Proposal Regarding Election of Catrin Coners	Against
			Shareholder Proposal Regarding Special Audit (Loan Agreement with Vonovia SE)	Abstain
Deutz AG	27.04.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Supervisory Board Participation)	Abstain
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Authority to Issue Participation Rights	Against
			Authority to Repurchase and Reissue Shares	For
			Elect Bernd Maierhofer	For
			Elect Dietmar Voggenreiter	For
			Elect Helmut Ernst	For
			Elect Melanie Freytag	For
			Elect Patricia Gebel-Conrad	For
			Elect Rudolf Maier	For
			Increase in Authorised Capital 2023/I	For
			Increase in Authorised Capital 2023/II	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Abstain
			Remuneration Report	Against
			Supervisory Board Members Fees	For
			Supervisory Board Remuneration Policy	For
DFV Deutsche Familienversicherung AG	24.05.2023	Germany	Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Appointment of Auditor for Interim Statements	For
			Elect Carola Theresia Paschola	For
			Elect Georg Glatzel	For
			Elect Luca Pesarini	For
			Ratify Axel Hellmann	For
			Ratify Carola Paschola	For
			Ratify Georg Glatzel	For
			Ratify Hans-Werner Rhein	For
			Ratify Herbert Pfennig	For
			Ratify Karsten Fätzmann	For
			Ratify Luca Pesarini	For
			Ratify Marcus Wolny	For
			Ratify Stefan M. Knoll	For
			Ratify Stephan Schinnenburg	For
			Ratify Ulrich Gauß	For
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
			Supervisory Board Size	For
Dover Corp.	05.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Deborah L. DeHaas	For
			Elect Eric A. Spiegel	For
			Elect H. John Gilberston, Jr.	For
			Elect Keith E. Wandell	For
			Elect Kristiane C. Graham	Against
			Elect Michael F. Johnston	Against
			Elect Michael Manley	For
			Elect Richard J. Tobin	For
			Elect Stephen M. Todd	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Severance Approval Policy	Against
Dragage AG	05.05.2023	Germany	Accounts and Reports	For
			Allocation of Profits/Dividends	Abstain
			Amendments to Articles (Editorial Amendment)	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Astrid Hamker	For
			Elect Frank Riemensperger	For
			Elect Maria Dietz	For
			Elect Reinhard Zinkann	Against
			Elect Stefan H. Lauer	For
			Elect Thorsten Grenz	Against

			Management Board Remuneration Policy	Against
			Ratification of General Partner Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
DS Norden	21.03.2023	Denmark	Authority to Reduce Share Capital	For
	09.03.2023	Denmark	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Authority to Reduce Share Capital	For
			Authority to Repurchase Shares	For
			Elect an Undisclosed Member	Abstain
			Elect Johanne Riegels Østergård	For
			Elect Karsten Knudsen	For
			Elect Klaus Nyborg	For
			Elect Robert Hvide Macleod	For
			Remuneration Policy	For
			Remuneration Report	For
DSM-Firmenich AG	29.06.2023	Switzerland	Accounts and Reports	For
			Additional or Amended Proposals	Against
			Amendments to Articles (Resolutions)	For
			Amendments to Articles (Share Register)	For
			Board Compensation	For
			Dividends from Reserves	For
			Executive Compensation	For
Duerr AG	12.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Authority to Repurchase and Reissue Shares	For
			Elect Markus Kerber as Supervisory Board Member	For
			Increase in Authorised Capital	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Abstain
			Supervisory Board Remuneration Policy	For
DWS Group GmbH & Co. KGaA	15.06.2023	Germany	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Meeting Attendance)	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Aldo Cardoso	For
			Elect Bernd Leukert	For
			Elect Christina E. Bannier	For
			Elect Karl von Rohr	For
			Elect Kazuhide Toda	For
			Elect Margret Suckale	For
			Elect Richard I. Morris, Jr.	For
			Elect Ute Wolf	For
			Ratification of General Partner Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Dynatrace Inc	23.08.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Michael Capone	For
			Elect Rick M. McConnell	For
			Elect Stephen J. Lifshatz	Withhold
			Ratification of Auditor	For
E. On SE	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Against
			Appointment of Auditor (FY 2023)	For
			Appointment of Auditor for Interim Statements (FY 2023)	For
			Appointment of Auditor for Interim Statements (FY 2024 Q1)	For
			Elect Andreas Schmitz	For
			Elect Anke Groth	For
			Elect Deborah B. Wilkens	For
			Elect Erich Clementi	For
			Elect Klaus A. Fröhlich	For
			Elect Nadège Petit	For
			Elect Rolf Martin Schmitz	For
			Elect Ulrich Grillo	For
			Ratification of Management Board Acts	Against
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	For
			Temporary Increase in Supervisory Board Size	For
EBay Inc.	21.06.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment Regarding Officer Exculpation	Against
			Amendment to the Equity Incentive Award Plan	For
			Elect Adriane M. Brown	For
			Elect Aparna Chennapragda	For
			Elect E. Carol Hayles	For
			Elect Jamie Iannone	For
			Elect Logan D. Green	For
			Elect Mahak Shreff	For
			Elect Paul S. Pressler	Against
			Elect Perry M. Traquina	For
			Elect Shripriya Mahesh	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
EDP Renováveis S.A.	04.04.2023	Spain	Shareholder Proposal Regarding Right to Call Special Meeting	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendment to Remuneration Policy	For
			Amendments to Articles (Environmental, Social and Corporate Governance Committee)	For
			Amendments to Articles (Updated References)	For
			Authorisation of Legal Formalities	For
			Authorisation of Legal Formalities (Related Party Transactions)	For
			Capitalisation of Reserves for Scrip Dividend	For
			Management Report; Corporate Governance Report; Remuneration Report	For
			Ratification of Board Acts	For
			Ratify Co-Option of Cynthia Kay McCall	For
			Related Party Transactions (EDP Renováveis SA and EDP Energias de Portugal, SA)	For
			Report on Non-Financial Information	For
Edwards Lifesciences Corp	11.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to Allow Exculpation of Officers	Against
			Elect Bernard J. Zovighian	For
			Elect Kieran T. Gallahue	For
			Elect Leslie Stone Heisz	For
			Elect Martha H. Marsh	For
			Elect Michael A. Mussallem	Against
			Elect Nicholas J. Valeriani	For
			Elect Paul A. LaViolette	For
			Elect Ramona Sequeira	For
			Elect Steven R. Loranger	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Independent Chair	For
Elastic N.V	05.10.2023	Netherlands	Adoption of Dutch Statutory Annual Accounts for 2023	For
			Advisory Vote on Executive Compensation	Against
			Appointment of Dutch Statutory Auditor	For
			Authority to Issue Shares with Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Discharge from Liability for Executive Directors	For
			Discharge from Liability for Non-Executive Directors	For
			Elect Alison Gleeson	For
			Elect Caryn Marooney	For
			Elect Paul Auvil	Against
			Ratification of Auditor	For
Elevance Health Inc	10.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Deanna Strable-Soethout	For
			Elect Gail K. Boudreaux	For
			Elect R. Kerry Clark	For
			Elect Robert L. Dixon, Jr.	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Right to Call Special Meetings	For
			Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against
Elisa Oyj	05.04.2023	Finland	Accounts and Reports	For
			Allocation of Profits/Dividends	For

			Amendments to Articles	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ or w/o Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Board Size	For
			Directors' Fees	For
			Election of Directors	For
			Ratification of Board and CEO Acts	For
			Remuneration Report	Against
Etrakingler AG	16.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Encavis AG	01.06.2023	Germany	Allocation of Profits	For
			Amendments to Articles (Notifications)	Abstain
			Amendments to Articles (Proof of Entitlement)	Abstain
			Amendments to Articles (Virtual AGM and Supervisory Board Participation)	Against
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Increase in Authorised Capital	Against
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratify Albert Bull	Against
			Ratify Alexander Stuhlmann	Against
			Ratify Christine Schaeel	Against
			Ratify Cornelius Liedtke	Against
			Ratify Fritz Vahrenholt	Against
			Ratify Henning Kreke	Against
			Ratify Isabella Pfaller	Against
			Ratify Manfred Krüper	Against
			Ratify Marcus Schenck	Against
			Ratify Rolf Martin Schmitz	Against
			Ratify Thorsten Testorp	Against
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Energiedienst Holding AG	25.04.2023	Switzerland	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles	For
			Appointment of Auditor	For
			Appointment of Independent Proxy	For
			Board Compensation	For
			Compensation Report	Against
			Elect Christoph Müller	For
			Elect Marc Wolpensinger	Against
			Elect Peter Heydecker	For
			Elect Philippe Matthias Bregy	For
			Elect Phyllis Scholl as Compensation Committee Member	For
			Elect Pierre Kunz	For
			Elect Renato Tami	For
			Elect Thomas Kusterer as Board Chair and Compensation Committee Member	Against
			Executive Compensation	For
			Ratification of Board and Management Acts	For
Engie	26.04.2023	France	2022 Remuneration of Catherine MacGregor, CEO	For
			2022 Remuneration of Jean-Pierre Clamadieu, Chair	For
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CEO)	For
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports; Non Tax-Deductible Expenses	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Marie-José Nadeau	For
			Elect Patrice Durand	For
			Employee Stock Purchase Plan	For
			Shareholder Proposal Regarding Annual Say on Climate and Climate Disclosure	For
			Shareholder Proposal Regarding the Election of Lucie Muniesa	For
			Special Auditors Report on Regulated Agreements	For
			Stock Purchase Plan for Overseas Employees	For
Enphase Energy Inc	17.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Benjamin Kortlang	Withhold
			Elect Jamie Haeggli	Withhold
			Elect Richard Mora	For
			Ratification of Auditor	For
Epiroc AB	23.05.2023	Sweden	Accounts and Reports	For
			Adoption of Share-Based Incentives (Personnel Option Plan 2023)	For
			Agenda	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Authority to Issue Treasury Shares (Option Plans 2017-2020)	For
			Authority to Issue treasury shares (Synthetic Shares)	For
			Authority to Repurchase Shares (Personnel Option Plan 2023)	For
			Authority to Repurchase Shares (Synthetic Shares)	For
			Authority to Set Auditor's Fees	For
			Authority to Transfer Treasury Shares (Personnel Option Plan 2023)	For
			Board Size	For
			Compliance with the Rules of Convocation	For
			Directors' Fees	For
			Elect Anthea Bath	For
			Elect Astrid Skarheim Onsum	For
			Elect Helena Hedblom	For
			Elect Jeanne Hull	For
			Elect Johan Forssell	Against
			Elect Lennart Evrell	For
			Elect Ronnie Leten	For
			Elect Ronnie Leten as chair	For
			Elect Sigurd Mareels	For
			Elect Ulla Litzén	Against
			Number of Auditors	For
			Opening of Meeting; Election of Presiding Chair	For
			Ratification of Anders Ullberg	For
			Ratification of Anthea Bath	For
			Ratification of Astrid Skarheim Onsum	For
			Ratification of Daniel Rundgren	For
			Ratification of Helena Hedblom	For
			Ratification of Helena Hedblom (as President and CEO)	For
			Ratification of Jeanne Hull	For
			Ratification of Johan Forssell	For
			Ratification of Kristina Känestad	For
			Ratification of Lennart Evrell	For
			Ratification of Ronnie Leten	For
			Ratification of Sigurd Mareels	For
			Ratification of Ulla Litzén	For
			Remuneration Report	Against
Equinix, Inc.	25.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Adaire Fox-Martin	For
			Elect Charles Meyers	For
			Elect Christopher B. Paisley	For
			Elect Fidelma Russo	For
			Elect Gary F. Hromadko	For
			Elect Jeetendra J. Patel	For
			Elect Nancy E. Caldwell	Against
			Elect Peter F. Van Camp	Against
			Elect Ron Guerrier	Abstain
			Elect Sandra Rivera	For
			Elect Thomas S. Olinger	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Equitable Holdings Inc	24.05.2023	United States	Shareholder Proposal Regarding Severance Approval Policy	Against
			Advisory Vote on Executive Compensation	For
			Elect Arlene Isaacs-Lowe	For
			Elect Bertram L. Scott	For
			Elect Charles G.T. Stonehill	For
			Elect Craig C. Mackay	For
			Elect Daniel G. Kaye	For



			Elect Francis A. Hondal	For
			Elect George Stanfield	For
			Elect Joan Lamm-Tennant	Against
			Elect Mark Pearson	For
			Ratification of Auditor	Against
Essilorluxottica	17.05.2023	France	2022 Remuneration of Francesco Milleri, CEO (Until June 27, 2022) and Chair and CEO (Since June 28, 2022)	Against
			2022 Remuneration of Leonardo Del Vecchio, Chair (until June 27, 2022)	For
			2022 Remuneration of Paul du Sailliant, Deputy CEO	Against
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (Chair and CEO)	Against
			2023 Remuneration Policy (Deputy CEO)	Against
			Accounts and Reports; Non Tax-Deductible Expenses	For
			Allocations of Losses/Dividends	For
			Authorization of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and/or Convertible Debt Through Private Placement	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Employee Stock Purchase Plan	For
			Ratification of Co-option of Mario Notari	For
			Special Auditors Report on Regulated Agreements	For
Estee Lauder Cos., Inc.	17.11.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Angela Wei Dong	For
			Elect Charlene Barshefsky	For
			Elect Fabrizio Freda	For
			Elect Gary M. Lauder	For
			Elect Jane Lauder	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
EVONIK INDUSTRIES AG	31.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Registration in the Share Register)	For
			Amendments to Articles (Virtual AGM)	Against
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	For
			Elect Aldo Belloni	For
			Elect Angela Titzrath	Against
			Elect Ariane Reinhart	For
			Elect Barbara Ruth Albert	For
			Elect Bernd Tönjes	Against
			Elect Cedrik Neke	For
			Elect Christian Kohlpaintner	For
			Elect Cornelius Baur	Against
			Elect Michael Martin Rüdiger	Against
			Elect Werner Fuhrmann	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
Exxon Mobil Corp.	31.05.2023	United States	Remuneration Report	Against
			Advisory Vote on Executive Compensation	For
			Elect Alexander A. Karsner	Against
			Elect Angela F. Braly	For
			Elect Darren W. Woods	For
			Elect Gregory J. Goff	For
			Elect Jeffrey W. Ubben	For
			Elect John D. Harris II	For
			Elect Joseph L. Hodley	Against
			Elect Kaisa H. Hietala	For
			Elect Lawrence W. Kellner	Against
			Elect Michael J. Angelakis	For
			Elect Steven A. Kandarian	Against
			Elect Susan K. Avery	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Addressing Virgin Plastic Demand	Against
			Shareholder Proposal Regarding Audited Report on Asset Retirement Obligations	For
			Shareholder Proposal Regarding Environmental Litigation	For
			Shareholder Proposal Regarding Formation of Decarbonization Risk Committee	Against
			Shareholder Proposal Regarding Just Transition Reporting	For
			Shareholder Proposal Regarding Medium-Term Scope 3 Target	For
			Shareholder Proposal Regarding Methane Emission Disclosures	For
			Shareholder Proposal Regarding Recalculated Emissions Baseline	For
			Shareholder Proposal Regarding Report on Carbon Capture and Storage	Against
			Shareholder Proposal Regarding Report on Exploration and Production in the Arctic Refuge	Abstain
			Shareholder Proposal Regarding Report on Guyanese Operations	For
			Shareholder Proposal Regarding Report on Tax Transparency	For
			Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Against
Fielmann Group AG	13.07.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM and Supervisory Board Participation)	Against
			Appointment of Auditor	For
			Change of Company Name and Purpose	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
Flatex AG	13.06.2023	Germany	Remuneration Report	Against
			Allocation of Profits	For
			Amendments to Articles (Chair of the General Meeting)	For
			Amendments to Articles (Share Register)	For
			Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	For
			Amendments to Articles (Virtual AGM)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	Abstain
			Elect Britta Lehfeldt as Supervisory Board Member	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	Against
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Supervisory Board Size	For
			Variable Remuneration Cap for Employees	For
			Variable Remuneration Cap for Management Board	Against
Franklin Resources, Inc.	07.02.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Alexander S. Friedman	Against
			Elect Anthony J. Noto	Against
			Elect Geoffrey Y. Yang	Against
			Elect Gregory E. Johnson	For
			Elect Jermiel M. Johnson	For
			Elect John W. Thiel	For
			Elect John Y. Kim	Against
			Elect Karen M. King	For
			Elect Mariann Byerwalter	Against
			Elect Rupert H. Johnson, Jr.	For
			Elect Seth H. Waugh	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Fraport AG	23.05.2023	Germany	Amendments to Articles (Convocation of Supervisory Board Meetings)	For
			Amendments to Articles (Virtual General Meeting)	Against
			Amendments to Articles (Virtual Participation of the Supervisory Board)	Against
			Appointment of Auditor	For
			Approval of Intra-Company Control Agreements with Fraport Facility Services GmbH	For
			Elect Bastian Bergerhoff	Against
			Elect Frank-Peter Kaufmann	Against
			Elect Harry Hohmeister	Against
			Elect Kathrin Dahnke	For
			Elect Katja Windt	Against
			Elect Lothar Klemm	Against
			Elect Margarete Haase	Against
			Elect Michael Boddenberg	Against
			Elect Mike Josef	Against
			Elect Sonja Wäntges	For
			Ratify Bastian Bergerhoff	Against
			Ratify Julia Kranenberg	For
			Ratify Anke Giesen	For
			Ratify Claudia Amier	Against
			Ratify Devrim Arslan	Against
			Ratify Frank-Peter Kaufmann	Against
			Ratify Hakan Bölükmece	Against
			Ratify Hakan Cicek	Against
			Ratify Ines Born	Against
			Ratify Karin Knappe	Against
			Ratify Katja Windt	Against
			Ratify Lothar Klemm	Against

			Ratify Margarete Haase	Against
			Ratify Mathias Venema	Against
			Ratify Matthias Pöschko	Against
			Ratify Matthias Zieschang	For
			Ratify Michael Boddenberg	Against
			Ratify Michael Müller	For
			Ratify Michael Odenwald	Against
			Ratify Mira Neumaier	Against
			Ratify Peter Feldmann	Against
			Ratify Peter Gerber	Against
			Ratify Pierre Dominique Prüm	For
			Ratify Qadeer Rana	Against
			Ratify Ramona Lindner	Against
			Ratify Sonja Wärmiges	Against
			Ratify Stefan Schulte	For
			Ratify Ulrich Kipper	Against
			Ratify Uwe Becker	Against
			Ratify Yvonne Dunkelmann	Against
			Remuneration Report	For
			Supervisory Board Remuneration Policy	For
Frauenthal Holding AG	14.06.2023	Austria	Allocation of Dividends	For
			Amendments to Articles (General Meeting)	Against
			Appointment of Auditor	Against
			Election of Supervisory Board	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Supervisory Board Remuneration Policy	For
Freenet AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Place and Convocation)	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor	For
			Ratify Marc Tüngler	Against
			Ratify Antonius Fromme	For
			Ratify Bente Brandt	Against
			Ratify Christoph Vilanek	For
			Ratify Claudia Anderleit	Against
			Ratify Franz Kühne	Against
			Ratify Gerhard Huck	Against
			Ratify Helmut Thoma	Against
			Ratify Ingo Arnold	For
			Ratify Kerstin Lepatta	Against
			Ratify Knut Mackeprang	Against
			Ratify Miriam Wohlfarth	Against
			Ratify Rickmann v. Platen	For
			Ratify Robert Weidinger	Against
			Ratify Sabine Christiansen	Against
			Ratify Stephan Eech	For
			Ratify Theo-Berndt Bretsch	Against
			Ratify Thomas Karlovits	Against
			Ratify Thomas Reimann	Against
			Ratify Thorsten Kraemer	Against
			Remuneration Report	Abstain
			Accounts and Reports	For
Fresenius Medical Care AG & Co. KGaA	16.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Shareholder Meetings)	Abstain
			Appointment of Auditor	For
			Ratification of General Partner Acts	Abstain
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Appointment of Auditor	For
		14.07.2023	Change of Legal Form	For
			Elect Gregory Sorensen	For
			Elect Marcus Kuhnert	For
			Elect Pascale Witz	For
			Elect Shervin J. Korangy	For
Fresenius SE & Co. KGaA	17.05.2023	Germany	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Meetings)	For
			Appointment of Auditor	For
			Management Board Remuneration Policy	For
			Ratification of General Partner Acts	Abstain
			Ratification of Supervisory Board Acts	For
Friedrich Verwerk Group SE	01.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual General Meeting; Participation of the Supervisory Board Members)	Against
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Fujifilm Holdings Corp.	29.06.2023	Japan	Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Elect Chisato Yoshizawa	For
			Elect Ikuro Sugawara	For
			Elect Kenji Sukeo	Against
			Elect Kunitaro Kitamura	For
			Elect Makiko Eda	For
			Elect Masataka Mitsuhashi as Statutory Auditor	For
			Elect Masayuki Higuchi	For
			Elect Naoki Hama	For
			Elect Teichi Goto	For
			Elect Tsuyoshi Nagano	For
			Elect Yoji Ito	For
GATX Corp.	28.04.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Adam L. Stanley	Against
			Elect Anne L. Arvia	For
			Elect David S. Sutherland	For
			Elect Diane M. Algotti	Against
			Elect James B. Ream	Against
			Elect Paul G. Yovovich	Against
			Elect Robert C. Lyons	For
			Elect Stephen R. Wilson	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
GEA Group AG	27.04.2023	Germany	Ratification of Auditor	Against
			Allocation of Dividends	For
			Amendments to Articles (Questions at General Meetings)	Abstain
			Amendments to Articles (Supervisory Board Terms By-Election)	For
			Amendments to Articles (Supervisory Board Terms)	For
			Amendments to Articles (Virtual Meeting)	For
			Amendments to Articles (Virtual Supervisory Board Attendance at General Meetings)	Abstain
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Elect Dieter Kempf as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Supervisory Board Remuneration Policy	For
Gen Digital Inc	12.09.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Emily Heath	For
			Elect Eric K. Brandt	For
			Elect Frank E. Dangeard	Against
			Elect Nora M. Denzel	For
			Elect Ondrej Vicek	For
			Elect Pavel Baudis	For
			Elect Peter A. Field	For
			Elect Sherisse M. Smith	For
			Elect Susan P. Barsamian	For
			Elect Vincent Pilette	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
General Mills, Inc.	26.09.2023	United States	Shareholder Proposal Regarding Severance Approval Policy	Against
			Advisory Vote on Adoption of Right to Call a Special Meeting	Abstain
			Advisory Vote on Executive Compensation	For
			Advisory vote on frequency of holding the advisory vote on executive compensation: please vote for on this resolution to approve 1 YEAR	For
			Advisory vote on frequency of holding the advisory vote on executive compensation: please vote for on this resolution to approve 2 YEARS	Unvoted
			Advisory vote on frequency of holding the advisory vote on executive compensation: please vote for on this resolution to approve 3 YEARS	Unvoted
			Advisory vote on frequency of holding the advisory vote on executive compensation: please vote for on this resolution to approve ABSTAIN	Unvoted
			Elect C. Kim Goodwin	For
			Elect Diane L. Neal	For

			Elect Elizabeth C. Lempres	For
			Elect Eric D. Sprunk	For
			Elect Jeffrey L. Harmening	For
			Elect Jo Ann Jenkins	For
			Elect Jorge A. Uribe	For
			Elect Maria A. Sastre	For
			Elect Maria G. Henry	For
			Elect R. Kerry Clark	For
			Elect Stephen A. Odland	For
			Ratification of Auditor	Against
Genmab	29.03.2023	Denmark	Shareholder Proposal Regarding Right to Call Special Meeting	For
			Accounts and Reports; Ratification of Board and Management acts	For
			Allocation of Profits/Dividends	For
			Amendment to Remuneration Policy (Removal of Nominal Cap)	For
			Amendments to Remuneration Policy (Other Changes)	For
			Appointment of Auditor	Against
			Authority to Repurchase Shares	For
			Authorization of Legal Formalities	For
			Directors' Fees	For
			Elect Anders Gersel Pedersen	For
			Elect Deirdre P. Connelly	Against
			Elect Elizabeth O'Farrell	For
			Elect Paolo Pasletti	For
			Elect Pernille Erenbjerg	For
			Elect Rolf Hoffman	For
Gerresheimer AG	07.06.2023	Germany	Remuneration Report	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Increase in Authorised Capital I	For
			Increase in Authorised Capital II	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Gesco SE	12.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (General Meeting Resolutions)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
GFT Technologies SE	22.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Against
			Appointment of Auditor	For
			Board Size	For
			Elect Annette Beller as Supervisory Board Member	For
			Ratify Andreas Berescky	For
			Ratify Andreas Wiedemann	For
			Ratify Jens-Thorsten Rauer	For
			Ratify Jochen Ruetz	For
			Ratify Maria Dietz	For
			Ratify Marika Lulay	For
			Ratify Paul Lerbinger	For
			Ratify Ulrich Dietz	For
			Remuneration Report	Against
Gilead Sciences, Inc.	03.05.2023	United States	Supervisory Board Remuneration Policy	For
			Advisory Vote on Executive Compensation	For
			Amendment to the Employee Stock Purchase Plan	For
			Elect Anthony Welters	For
			Elect Daniel P. O'Day	For
			Elect Harish Marwani	For
			Elect Jacqueline K. Barton	For
			Elect Javier J. Rodriguez	For
			Elect Jeffrey A. Bluestone	For
			Elect Kelly A. Kramer	Against
			Elect Kevin E. Lofton	For
			Elect Sandra J. Horning	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	Against
			Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	For
			Shareholder Proposal Regarding Multiple Board Nominees	Against
Givaudan SA	23.03.2023	Switzerland	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Board of Directors and Compensation)	For
			Amendments to Articles (General Meeting of Shareholders)	For
			Amendments to Articles (Share Capital)	For
			Appointment of Auditor	For
			Appointment of Independent Proxy	For
			Approval of a Capital Band	For
			Board Compensation	For
			Compensation Report	For
			Elect Calvin Grieder	Against
			Elect Ingrid Deltenre	Against
			Elect Ingrid Deltenre as Compensation Committee Member	Against
			Elect Olivier A. Filliol	For
			Elect Olivier A. Filliol as Compensation Committee Member	For
			Elect Roberto Guidetti	Against
			Elect Sophie Gasperment	Against
			Elect Tom Knutzen	For
			Elect Victor Balli	For
			Elect Victor Balli as Compensation Committee Member	For
			Executive Compensation (Fixed and Long-Term)	For
			Executive Compensation (Short-Term)	For
			Ratification of Board Acts	For
Grafenia Plc	15.09.2023	United Kingdom	Company Share Option Plan	Abstain
			Disapplication of Preemptive Rights	For
			Placing	For
			Share Option Plan	Abstain
	26.09.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	Against
			Authority to Repurchase Shares	For
			Change of Company Name	For
			Elect Iain Stewart Brown	For
			Elect Matthias Riechert	Against
Grand City Properties S.A	28.06.2023	Luxembourg	Accounts and Reports	For
			Allocation of Profits	For
			Appointment of Auditor	For
			Consolidated Accounts and Reports	For
			Elect Christian Windfuhr to the Board of Directors	For
			Elect Markus Leininger to the Board of Directors	For
			Elect Simone Runge-Brandner to the Board of Directors	Against
			Ratification of Board Acts	Against
			Remuneration Report	Against
Greiffrabenberger AG	04.07.2023	Germany	Allocation of Profits	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Authority to Issue Participation Rights	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
GSK Plc	03.05.2023	United Kingdom	Accounts and Reports	For
			Amendment to Remuneration Policy	For
			Appointment of Auditor	For
			Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Anne Beal	For
			Elect Charles A. Bancroft	For
			Elect Elizabeth McKee Anderson	For
			Elect Emma N. Walmsley	For
			Elect Hal V. Barron	For

			Elect Harry Dietz	For
			Elect Jesse Goodman	For
			Elect Julie Brown	For
			Elect Sir Jonathan R. Symonds	For
			Elect Urs Rohner	For
			Elect Vishal Sikka	For
			Remuneration Report	For
H & R AG	23.05.2023	Germany	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual Only AGM; Supervisory Board Participation in the Virtual AGM)	For
			Appointment of Auditor	For
			Elect Hartmut Schütter as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratify Dominik Franz	Against
			Ratify Harald Januszewski	Against
			Ratify Hartmut Schütter	Against
			Ratify Holger Hoff	Against
			Ratify Joachim Girg	Against
			Ratify Patrick Ewels	Against
			Ratify Reinhold Grothus	Against
			Ratify Roland Chmiel	Against
			Ratify Rolf Schwedhelm	Against
			Ratify Sabine U. Dietrich	Against
			Ratify Sven Hansen	Against
			Ratify Thomas Merting	Against
			Remuneration Report	Against
Hannover Ruck SE	03.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	Against
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Against
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Hartford Financial Services Group Inc.	17.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Carlos Dominguez	For
			Elect Christopher J. Swift	For
			Elect Donna A. James	For
			Elect Edmund Reese	For
			Elect Greig Woodring	Against
			Elect Kathryn A. Mikells	For
			Elect Larry D. De Shon	For
			Elect Matthew C. Winter	For
			Elect Teresa W. Roseborough	For
			Elect Trevor Fetter	For
			Elect Virginia P. Rueterholz	For
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against
Hasbro, Inc.	18.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the 2003 Stock Incentive Performance Plan	For
			Elect Blake Jorgensen	For
			Elect Christian P. Cocks	For
			Elect Elizabeth Hamren	For
			Elect Hope Cochran	For
			Elect Laurel J. Richie	For
			Elect Linda Zecher Higgins	For
			Elect Lisa Gersh	For
			Elect Mary Elizabeth West	For
			Elect Michael R. Burns	For
			Elect Richard S. Stoddart	Against
			Elect Tracy A. Leinbach	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Healthpeak OP LLC	27.04.2023	United States	Advisory Vote on Executive Compensation	For
			Approval of the 2023 Performance Incentive Plan	For
			Elect Brian G. Cartwright	Against
			Elect Christine N. Garvey	For
			Elect David B. Henry	For
			Elect James B. Connor	For
			Elect Katherine M. Sandstrom	For
			Elect R. Kern Griffin Jr.	For
			Elect Sara G. Lewis	For
			Elect Scott M. Brinker	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Unvoted
			Ratification of Auditor	For
Heidelberg Materials AG	11.05.2023	Germany	Allocation of Dividends	For
			Amendment to Previously-Approved Control Agreement with HeidelbergCement International Holding GmbH	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Change of Company Name	For
			Ratify Barbara Breuninger	For
			Ratify Bernd Scheifele	For
			Ratify Birgit Jochens	For
			Ratify Chris Ward	For
			Ratify Dennis Lantz	For
			Ratify Dominik von Achten	For
			Ratify Ernest Jelitto	For
			Ratify Fritz-Jürgen Heckmann	For
			Ratify Hakan Gurdal	For
			Ratify Heinz Schmitt	For
			Ratify Ines Ploss	For
			Ratify Jon Morrish	For
			Ratify Kevin Gluskie	For
			Ratify Ludwig Merckle	For
			Ratify Luka Mucic	For
			Ratify Margret Suckale	For
			Ratify Marion Weissenberger-Eibl	For
			Ratify Nicola Kimm	For
			Ratify Peter Riedel	For
			Ratify René Aldach	For
			Ratify Sopna Sury	For
			Ratify Tobias Merckle	For
			Ratify Werner Schraeder	For
			Remuneration Report	For
Heidelberg Druckmaschinen AG	26.07.2023	Germany	Supervisory Board Remuneration Policy	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Elect Ferdinand Ruesch as Supervisory Board Member	For
			Increase in Authorised Capital	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratify Beate Schmitt	For
			Ratify Bernhard Buck	For
			Ratify Ferdinand Ruesch	For
			Ratify Fritz Oesterle	For
			Ratify Gerald Dorr	For
			Ratify Ina Schlie	For
			Ratify U.U.	For
			Ratify Martin Sunshine	For
			Ratify Mirko Geiger	For
			Ratify Oliver Young	For
			Ratify Petra Otte	For
			Ratify Ralph Arns	For
			Remuneration Report	Abstain
Helix Equity Partners GmbH & Co	16.08.2023	Germany	Accounts and Reports	For
			Appointment of Auditor	For
			Elect Herbert Seuling	Against
			Elect Stefan Müller	Against
			Elect Volker Rofalski	Against
			Merger	Abstain
			Ratification of General Partner Acts	For
			Ratification of Supervisory Board Acts	For

HelloFresh SE	12.05.2023	Germany	Allocation of Profits	For
			Amendments to Articles (Supervisory Board Appointment Terms)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual General Meeting)	Abstain
			Appointment of Auditor	For
			Elect Derek Zissman	For
			Elect John H. Rittenhouse	For
			Elect Stefan Smalla	For
			Elect Susanne Schröter-Crossan	For
			Elect Ursula Radeke-Pietsch	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
			Allocation of Dividends	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
Amendments to Articles (Virtual Shareholder Meetings)	For			
Appointment of Auditor	For			
Elect Marco Fuchs as Supervisory Board Member	For			
Management Board Remuneration Policy	For			
Ratification of Management Board Acts	For			
Ratification of Supervisory Board Acts	Against			
Remuneration Report	Against			
Hermes International	20.04.2023	France	2022 Remuneration of Axel Dumas, Executive Chair	Against
			2022 Remuneration of Émile Hermès SAS, Managing General Partner	Against
			2022 Remuneration of Éric de Seynes, Supervisory Board Chair	For
			2022 Remuneration Report	Against
			2023 Remuneration Policy (Executive Chair and General Managing Partner)	Against
			2023 Remuneration Policy (Supervisory Board)	For
			Accounts and Reports, Non Tax-Deductible Expenses	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor (Grant Thornton)	Against
			Appointment of Auditor (PricewaterhouseCoopers)	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	Against
			Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	Against
			Authority to Increase Capital in Consideration for Contributions in Kind	Against
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Performance Shares	Against
			Authority to Issue Shares and Convertible Debt Through Private Placement	Against
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Dorothée Altmayer	For
Elect Eric de Seynes	For			
Elect Monique Cohen	For			
Elect Renaud Momméja	For			
Employee Stock Purchase Plan	For			
Ratification of Management Acts	For			
Special Auditors Report on Regulated Agreements	For			
Advisory Vote on Executive Compensation	For			
Amendment to the 2021 Stock Incentive Plan	For			
Elect Ann M. Livermore	For			
Elect Antonio F. Neri	For			
Elect Charles H. Noski	For			
Elect Daniel Ammann	For			
Elect Frank A. D'Amello	For			
Elect Gary M. Reiner	For			
Elect Jean M. Hobby	For			
Elect Pamela L. Carter	For			
Elect Patricia F. Russo	For			
Elect Raymond E. Ozzie	For			
Elect Raymond J. Laine	For			
Elect Regina E. Dugan	For			
Ratification of Auditor	For			
Shareholder Proposal Regarding Lobbying Report	For			
HGears AG	13.06.2023	Germany	Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Cancellation of Conditional Capital 2022/1	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Hilton Worldwide Holdings Inc	18.05.2023	United States	Stock Option Plan; Increase in Conditional Capital	Against
			Advisory Vote on Executive Compensation	For
			Elect Charlene T. Begley	For
			Elect Chris Carr	For
			Elect Christopher J. Nassetta	For
			Elect Douglas M. Steenland	For
			Elect Elizabeth A. Smith	For
			Elect Jonathan D. Gray	Against
			Elect Judith A. McHale	For
			Elect Melanie L. Healey	For
Elect Raymond E. Malbas, Jr.	For			
Ratification of Auditor	Against			
HKT Trust	31.05.2023	Cayman Islands	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor and Authority to Set Fees	For
			Authority to Issue Share Stapled Units w/o Preemptive Rights	Against
			Directors' Fees	For
Elect Aman S. Mehta	For			
Elect Mico CHUNG Cho Yee	For			
Elect Susanna HUI Hon Hing	For			
Hochtief AG	26.04.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Meetings)	Against
			Amendments to Articles (Virtual Participation)	Abstain
			Appointment of Auditor	For
			Elect Mirja Steinkamp to the Supervisory Board	For
			Increase in Authorised Capital	Against
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Holmen AB	28.03.2023	Sweden	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Authority to Repurchase Shares	For
			Board Size; Number of Auditors	For
			Directors and Auditors' Fees	For
			Election of Directors	For
			Ratification of Board and CEO Acts	For
			Remuneration Policy	For
			Remuneration Report	For
			Advisory Vote on Executive Compensation	Against
			Elect Albert P. Carey	For
			Elect Ari Bousbib	For
Elect Caryn Seidman-Becker	For			
Elect Edward P. Decker	For			
Elect Gerard J. Argey	For			
Elect Gregory D. Brenneman	For			
Elect J. Frank Brown	Against			
Elect Jeffrey H. Boyd	For			
Elect Linda R. Gooden	For			
Elect Manuel Kadre	For			
Elect Paula Santilli	For			
Elect Stephanie C. Linnertz	For			
Elect Wayne M. Hewett	For			
Frequency of Advisory Vote on Executive Compensation	1 Year			
Ratification of Auditor	Against			
Shareholder Proposal Regarding Independent Chair	For			
Shareholder Proposal Regarding Public Positions on Political Speech	Against			
Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Against			
Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against			
Shareholder Proposal Regarding Rescission of Majority-Supported Shareholder Proposal	Against			
HORNBACH Holding AG & Co. KGaA	07.07.2023	Germany	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Supervisory Board Terms)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For

			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Elect John Feldmann	For
			Elect Martin Hornbach	For
			Elect Melanie Thomann-Bopp	For
			Elect Simona Scarpaleggia	For
			Elect Simone Krah	For
			Elect Vanessa Stützel	For
			Ratification of General Partner Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Abstain
Hornbach-Baumarkt AG	06.07.2023	Germany	Supervisory Board Remuneration Policy	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Supervisory Board Meetings)	For
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Elect Albrecht Hornbach	Against
			Elect Georg Hornbach	For
			Elect Jens P. Wulfsberg	For
			Elect John Feldmann	For
			Elect Martin Hornbach	For
			Elect Melanie Thomann-Bopp	For
			Elect Simona Scarpaleggia	For
			Elect Steffen Hornbach	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Supervisory Board Remuneration Policy	For
HP Inc	24.04.2023	United States	Advisory Vote on Executive Compensation	For
			Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	For
			Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 2 years	Unvoted
			Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 3 years	Unvoted
			Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve abstain	Unvoted
			Elect Aida M. Alvarez	For
			Elect Bruce Broussard	For
			Elect Charles Chip V. Bergh	For
			Elect Enrique Loraes	For
			Elect Judith A. Miscik	For
			Elect Kim K.W. Rucker	For
			Elect Mary Anne Citrino	For
			Elect Richard L. Clemmer	For
			Elect Robert R. Bennett	For
			Elect Shumeet Banerji	For
			Elect Stacy Brown-Philpot	For
			Elect Stephanie A. Burns	For
			Elect Subra Suresh	For
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Right to Act by Written Consent	Against
HSBC Holdings plc	05.05.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Repurchased Shares	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Repurchase Shares Off-Market	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Carolyn Fairbairn	For
			Elect David T. Nish	For
			Elect Eileen Murray	For
			Elect Georges Elhedery	For
			Elect Geraldine Buckingham	For
			Elect James J. Forese	For
			Elect José Antonio Meade Kuribrefa	For
			Elect Kalpana Morparia	For
			Elect Mark E. Tucker	For
			Elect Noel Quinn	For
			Elect Rachel Duan	For
			Elect Steven Guggenheimer	For
			Remuneration Report	For
			Shareholder Proposal Regarding Dividend Policy	Against
			Shareholder Proposal Regarding Pension Scheme	Against
			Shareholder Proposal Regarding Potential Spin-Off or Business Restructuring	Against
HubSpot Inc	06.06.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Claire Hughes Johnson	For
			Elect Jay Simons	For
			Elect Nick Caldwell	For
			Elect Yamini Rangan	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
Hugo Boss AG	09.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM)	Abstain
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Humana Inc.	20.04.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Brad D. Smith	For
			Elect Bruce Broussard	For
			Elect David T. Feinberg	For
			Elect Frank A. D'Amelio	Against
			Elect John W. Garratt	For
			Elect Jorge S. Mesquita	For
			Elect Karen W. Katz	Against
			Elect Kurt J. Hitzinger	Against
			Elect Marcy S. Kleborn	For
			Elect Raquel C. Bono	For
			Elect Wayne A.I. Frederick	For
			Elect William J. McDonald	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
Iberdrola S.A.	28.04.2023	Spain	Ratification of Auditor	Against
			Authority to Cancel Treasury Shares and Reduce Capital	For
			Accounts	For
			Allocation of Profits/Dividends	For
			Amendments to Articles (Corporate Levels)	For
			Amendments to Articles (Legal Provisions, Governance and Sustainability and Compliance System)	For
			Amendments to Articles (Preamble; Preliminary Title)	For
			Authorisation of Legal Formalities	For
			Board Size	For
			Elect José Ignacio Sánchez Galán	Against
			Elect Manuel Moreu Muniz	For
			Elect María Helena Antolín Raybaud	For
			Elect Sara de la Rica Goiricelaya	For
			Elect Xabier Sagredo Ormazá	For
			First Scrip Dividend	For
			Long-Term Incentive Plan (2023-2025 Strategic Bonus)	For
			Management Reports	For
			Ratification of Board Acts	For
			Ratify Co-Option of Armando Martínez Martínez	For
			Remuneration Report	For
			Report on Non-Financial Information	For
			Second Scrip Dividend	For
			Special Dividend (Engagement Dividend)	For
Indus Holding AG	17.05.2023	Germany	Allocation of Dividends	Against
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Elect Barbara Schick	For
			Elect Carl Martin Welcker	For
			Elect Dorothee Becker	For
			Elect Isabell M. Weipje	For
			Elect Jan Klüggenberg	For
			Elect Jürgen Abromeit	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Infinion Technologies AG	16.02.2023	Germany	Allocation of Profits/ Dividends	For
			Amendments to Articles (Place and Convocation)	For

		Amendments to Articles (Virtual General Meetings)	Abstain	
		Amendments to Articles (Virtual Participation of Supervisory Board Members)	Abstain	
		Appointment of Auditor	For	
		Authority to Repurchase and Reissue Shares	For	
		Authority to Repurchase Shares Using Equity Derivatives	For	
		Elect Herbert Diess	For	
		Elect Klaus Helmrich	For	
		Ratify Andreas Urschitz	For	
		Ratify Annette Engelfried	For	
		Ratify Constanze Hufenbecher	For	
		Ratify Diana Vitale	For	
		Ratify Friedrich Eichiner	For	
		Ratify Géraldine Picaud	For	
		Ratify Hans-Ulrich Holdenried	For	
		Ratify Helmut Gassel	For	
		Ratify Jochen Hanebeck	For	
		Ratify Johann Dechant	For	
		Ratify Jürgen Scholz	For	
		Ratify Kerstin Schulzendorf	For	
		Ratify Manfred Puffer	For	
		Ratify Margret Suckale	For	
		Ratify Melanie Riedl	For	
		Ratify Mirco Syde	For	
		Ratify Peter Gruber	For	
		Ratify Reinhard Ploss	For	
		Ratify Rutger Wijburg	For	
		Ratify Susanne Lachenmann	For	
		Ratify Sven Schneider	For	
		Ratify Ulrich Spieshofer	For	
		Ratify Wolfgang Eder	For	
		Ratify Xiaouqun Clever	For	
		Remuneration Policy	For	
		Remuneration Report	For	
ING Groep N.V.	24.04.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ or w/o Preemptive Rights	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Cancellation of Shares/Authorities to Issue Shares	For
			Elect Herta Verhagen to the Supervisory Board	For
			Elect Karl Guha to the Supervisory Board	For
			Elect Mike Rees to the Supervisory Board	For
			Elect Tanate Phutrakul to the Management Board	For
			Election Alexandra Reich to the Supervisory Board	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Allocation of Dividends	For
			Amendments to Articles (Annual General Meeting Location)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Andreas Thun	For
			Elect Christina Greschner	Against
			Elect Gottfried Greschner as Substitute Supervisory Board Member	Against
			Elect Hans-Joachim Rühlig	Against
			Elect Johannes Haupt	For
			Elect Michaela Dickgießer	For
			Elect Ulrich Sieg	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Supervisory Board Members' Fees	Against
			Supervisory Board Remuneration Policy	Against
			Supervisory Board Size	For
Intel Corp.	11.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the 2006 Equity Incentive Plan	For
			Elect Alyssa H. Henry	For
			Elect Andrea J. Goldsmith	For
			Elect Barbara G. Novick	For
			Elect Dion J. Weisler	For
			Elect Frank D. Yeary	For
			Elect Gregory D. Smith	For
			Elect James J. Goetz	For
			Elect Lip-Bu Tan	For
			Elect Patrick P. Gelsinger	For
			Elect Rita Lavizzo-Mouray	For
			Elect S. Omar Ishrak	For
			Elect Tsu-Jae King Liu	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Against
			Shareholder Proposal Regarding Third-Party Review for ESG Congruency with Business in China	Against
International Business Machines Corp.	25.04.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Alex Gorsky	For
			Elect Alfred W. Zollar	Against
			Elect Andrew N. Liveris	Against
			Elect Arvind Krishna	For
			Elect David N. Farr	For
			Elect F. William McNabb, III	For
			Elect Frederick H. Wadell	For
			Elect Joseph R. Swedish	For
			Elect Martha E. Pollack	For
			Elect Michelle Howard	For
			Elect Peter R. Voser	Against
			Elect Thomas Buberl	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Independent Chair	For
			Shareholder Proposal Regarding Lobbying Report	For
			Shareholder Proposal Regarding Report on Corporate Operations with China	Against
			Shareholder Proposal Regarding Report on Effectiveness of Workplace Sexual Harassment and Discrimination Policies	Against
Intesa Sanpaolo Spa	28.04.2023	Italy	2023 Annual Incentive Plan	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase and Reissue Shares To Service Incentive Plans	For
			Remuneration Policy	For
			Remuneration Report	For
Intuit Inc	19.01.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the Employee Stock Purchase Plan	For
			Elect Deborah Liu	For
			Elect Eve Burton	For
			Elect Raul Vazquez	For
			Elect Richard L. Dalzell	For
			Elect Sasan Goodarzi	For
			Elect Scott D. Cook	For
			Elect Suzanne Nora Johnson	For
			Elect Teledra Mawakana	For
			Elect Thomas J. Schutak	For
			Ratification of Auditor	Against
Invesco Ltd	25.05.2023	Bermuda	Advisory Vote on Executive Compensation	For
			Elect Christopher C. Womack	For
			Elect Denis Kessler	For
			Elect Elizabeth S. Johnson	For
			Elect G. Richard Waggoner, Jr.	Against
			Elect Martin L. Flanagan	For
			Elect Paula C. Tolliver	For
			Elect Phoebe A. Wood	For
			Elect Sarah E. Beshar	Against
			Elect Sir Nigel Sheinwald	For
			Elect Thomas M. Finke	For
			Elect Thomas P. Gibbons	For
			Elect William F. Glavin, Jr.	For
			Elimination of Supermajority Requirements	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Abstain	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year.	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Year.	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Year.	Unvoted
			Ratification of Auditor	For

IQVIA Holdings Inc	18.04.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Carol J. Burt	For
			Elect Colleen A. Goggins	Against
			Elect Sheila A. Stamps	For
			Permit Shareholders to Call Special Meetings	Abstain
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Independent Chair	For
			Shareholder Proposal Regarding Right to Call Special Meetings	For
			Allocation of Dividends	For
			Amendments to Articles (Share Register)	For
Jenoptik AG	07.06.2023	Germany	Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual Meeting)	Against
			Appointment of Auditor	Abstain
			Authority to Repurchase and Reissue Shares	For
			Increase in Authorised Capital	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			For	For
Johnson & Johnson	27.04.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Anne Mulcahy	For
			Elect D. Scott Davis	For
			Elect Dariusz Adamczyk	For
			Elect Hubert Joly	For
			Elect Jennifer A. Doudna	For
			Elect Joaquin Duato	For
			Elect Marilyn A. Hewson	For
			Elect Mark A. Weinberger	For
			Elect Mark B. McClellan	For
			Elect Mary C. Beckerle	For
			Elect Nadja Y. West	For
			Elect Paula A. Johnson	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	For
			Shareholder Proposal Regarding Adoption of Mandatory Arbitration Bylaw	For
			Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	For
			Shareholder Proposal Regarding Report on Access to COVID-19 Products	For
			Johnson Controls International plc	08.03.2023
Appointment of Auditor	Against			
Authority to Issue Shares w/ Preemptive Rights	For			
Authority to Issue Shares w/o Preemptive Rights	For			
Authority to Repurchase Shares	For			
Authority to Set Auditor's Fees	For			
Authorize Price Range at which the Company Can Re-Allot Treasury Shares	For			
Elect Ayesha Khanna	For			
Elect Carl Jürgen Tinggren	For			
Elect George R. Oliver	For			
Elect Gretchen R. Haggerty	For			
Elect Jean S. Blackwell	For			
Elect John D. Young	For			
Elect Mark P. Vergnano	For			
Elect Michael E. Daniels	For			
Elect Pierre E. Cohade	For			
Elect Simone Menne	For			
Elect W. Roy Dunbar	For			
Frequency of Advisory Vote on Executive Compensation	1 Year			
Johnson Matthey plc	20.07.2023	United Kingdom		
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Barbara S. Jeremiah	For
			Elect Chris Mottershead	For
			Elect Doug Webb	For
			Elect Jane Griffiths	For
			Elect John O'Higgins	For
			Elect Liam Condon	For
			Elect Patrick W. Thomas	For
			Elect Rita Forst	For
			Elect Stephen Oxley	For
			Elect Xiaozhi Liu	For
			Final Dividend	For
Remuneration Policy	For			
Remuneration Report	For			
Juniper Networks Inc	10.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the 2015 Equity Incentive Plan	Against
			Elect Anne DeSanto	For
			Elect Christine M. Gorjanc	For
			Elect James Dolce	For
			Elect Janet B. Haugen	For
			Elect Kevin A. DeNuccio	For
			Elect Rahul Merchant	For
			Elect Rami Rahim	For
			Elect Scott Kriens	For
Elect Steven Fernandez	For			
Elect William Stensrud	For			
Frequency of Advisory Vote on Executive Compensation	1 Year			
Ratification of Auditor	Against			
K & S AG	10.05.2023	Germany	Additional or Amended Shareholder Proposals	Against
			Allocation of Dividends	For
			Amendments to Articles (Supervisory Board)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Elect Christiane Holt	For
			Elect Christine Wolff	For
			Elect Elke Eller	For
			Management Board Remuneration Policy	Abstain
Ratification of Management Board Acts	For			
Ratification of Supervisory Board Acts	For			
Remuneration Report	For			
Shareholder Proposal Regarding Repurchase and Cancellation of Company Shares	Against			
Supervisory Board Remuneration Policy	For			
KBC Groupe NV	04.05.2023	Belgium	Accounts and Reports; Allocation of Dividends	For
			Amendments to Articles Regarding Allocation of Share Premiums	For
			Amendments to Articles Regarding Bond Holders' Rights	For
			Amendments to Articles Regarding Decisions of the Board	For
			Amendments to Articles Regarding the Authority to Increase Share Capital	For
			Amendments to Articles Regarding the Cancellation of Treasury Shares	For
			Amendments to Articles Regarding the Powers of the Executive Committee	For
			Authorisation of Legal Formalities	For
			Authorisation of Legal Formalities (Crossroads Bank for Enterprises and the Tax Authorities)	For
			Authorisation to Coordinate Articles	For
			Elect Alain Bostoen to the Board of Directors	Against
			Elect Frank Donck to the Board of Directors	Against
			Elect Franky Depickere to the Board of Directors	For
			Elect Koenraad Debackere to the Board of Directors	For
			Elect Marc De Ceuster to the Board of Directors	Against
			Elect Raf Sels to the Board of Directors	Against
			Increase in Authorised Capital (w/ Preemptive Rights)	For
			Increase in Authorised Capital (w/o Preemptive Rights)	For
			Ratification of Auditor's Acts	For
			Ratification of Board Acts	For
Remuneration Report	For			
Statutory Auditors' Fees	For			
KDDI Corp.	21.06.2023	Japan	Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Elect Goro Yamaguchi	For
			Elect Hiromichi Matsuda	For
			Elect Junko Okawa	For
			Elect Kazuyuki Yoshimura	For
			Elect Keiji Yamamoto	For
			Elect Kyoko Okumiya	For
			Elect Makoto Takahashi	For
			Elect Shigeki Goto	For
Elect Takashi Tanaka	For			



			Elect Toshitake Amamiya	For
			Elect Tsutomu Tannawa	For
			Elect Yasuaki Kuwahara	For
Kellogg Co	28.04.2023	United States	Advisory Vote on Executive Compensation	For
			Elect La June Montgomery Tabron	For
			Elect Stephanie A. Burns	For
			Elect Steve A. Cahillane	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Civil Rights Audit	Against
			Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
Kering	27.04.2023	France	2022 Remuneration of François-Henri Pinault, Chair and CEO	Against
			2022 Remuneration of Jean-François Palus, Deputy CEO	Against
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (Corporate officers)	Against
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Consideration for Contributions in Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against
			Authority to Issue Shares and/or Convertible Debt Through Private Placement (Qualified Investors)	Against
			Authority to Repurchase and Reissue Shares	For
			Authority to Set Offering Price of Shares	Against
			Consolidated Accounts and Reports	For
			Employee Stock Purchase Plan	For
			Greenshoe	Against
			Stock Purchase Plan for Overseas Employees	For
Keysight Technologies Inc	16.03.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Kevin A. Stephens	Against
			Elect Paul A. Lacouture	Against
			Elect Richard P. Hamada	Against
			Elect Satish Dhannasekaran	For
			Ratification of Auditor	For
			Repeal of Classified Board	For
Kingspan Group Plc	28.04.2023	Ireland	Accounts and Reports	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Authority to Set Price Range for Reissuance of Treasury Shares	For
			Elect Anne Heraty	For
			Elect Eimear Moloney	For
			Elect Gene M. Murtagh	For
			Elect Geoff P. Doherty	For
			Elect Gilbert McCarthy	Against
			Elect Jost Massenberg	Against
			Elect Linda Hickey	For
			Elect Paul Murtagh	For
			Elect Russell Shields	For
			Elect Sean Murphy	For
			Final Dividend	For
			Increase in NED Fee Cap	For
			Remuneration Report	For
	20.07.2023	Ireland	Cancellation of London Stock Exchange Listing	For
Kion Group AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles	Against
			Appointment of Auditor	For
			Elect Nicolas Peter as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
			Amendments to Articles (General Meeting Notification)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Meeting)	Abstain
			Appointment of Auditor	For
			Elect Ralph Heck as Supervisory Board Member	Against
			Presentation of Accounts and Reports	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
			Supervisory Board Remuneration Policy (Implementation Date)	For
Knorr-Bremse AG	05.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Meetings)	Abstain
			Appointment of Auditor	For
			Approval of Intra-Company Control Agreement with Knorr-Bremse Systeme für Nutzfahrzeuge GmbH	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Increase in Authorized Capital	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Koninklijke DSM N.V.	23.01.2023	Netherlands	Merger of Equals with Firmenich International SA	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
Koninklijke KPN NV	12.04.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Cancellation of Shares	For
			Elect Ben J. Noteboom to the Supervisory Board	For
			Elect Frank Heemskerk to the Supervisory Board	For
			Elect Herman Dijkhuizen to the Supervisory Board	For
			Elect Jolande C.M. Sap to the Supervisory Board	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
	31.05.2023	Netherlands	Elect Marga de Jager to the Supervisory Board	For
Koninklijke Philips N.V.	09.05.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor (FY2024)	For
			Appointment of Auditor (FY2025-2028)	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Cancellation of Shares	For
			Elect Abhijit Bhattacharya to the Board of Management	For
			Elect David E.I. Pyott to the Supervisory Board	For
			Elect Elizabeth Doherty to the Supervisory Board	Against
			Ratification of Management Board Acts	Against
			Ratification of Supervisory Board Acts	Abstain
			Remuneration Report	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Elect Hans-Werner Hartmann	Against
			Elect Michael Trifidaris	Against
			Elect Uwe Grünewald	Against
			Remuneration Report	Against
Krones AG	23.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual and Hybrid Shareholder Meetings)	Against
			Appointment of Auditor	Abstain
			Authority to Repurchase and Reissue Shares	For
			Elect Matthias Winkler	For
			Elect Nora Diepold	For
			Elect Norbert Broger	Against
			Elect Petra Schadeberg-Herrmann	For
			Elect Robert Friedmann	For
			Elect Stephan Seifert	For
			Elect Susanne Nonnast	For
			Elect Volker Kronseder	For

			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
L'Oréal	21.04.2023	France	Internal Spin-off (L'Oréal International Distribution)	For
			2022 Remuneration of Jean-Paul Agon, Chair	For
			2022 Remuneration of Nicolas Hieronimus, CEO	For
			2022 Remuneration Report	For
			2023 Directors' Fees	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CEO)	For
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Increase Capital in Consideration for Contributions in Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Fabienne Dulac	Against
			Elect Sophie Bellon	For
			Employee Stock Purchase Plan	For
			Internal Spin-off (Affaires Marché France, Domaines d'Excellence and Luxury of Retail)	For
			Stock Purchase Plan for Overseas Employees	For
Lanxess AG	24.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Supervisory Board Meetings)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Abstain
			Appointment of Auditor (Interim Statements in FY 2023)	For
			Appointment of Auditor (Interim Statements in FY 2024)	For
			Appointment of Auditor (Statutory Auditor FY 2023)	For
			Appointment of Auditor (Statutory Auditor FY 2024)	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Elect Pamela Knapp to the Supervisory Board	For
			Increase in Authorised Capital I	For
			Increase in Authorised Capital II	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
LEG Immobilien SE	17.05.2023	Germany	Amendments to Articles (Virtual Meetings)	Abstain
			Appointment of Auditor	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Leifheit AG	07.06.2023	Germany	Allocation of Dividends	Against
			Amendments to Articles	Abstain
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Stefan De Loecker as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Lincoln National Corp.	25.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2020 Incentive Compensation Plan	For
			Elect Dale LaFevre	For
			Elect Dairde P. Connelly	For
			Elect Ellen G. Cooper	For
			Elect Eric G. Johnson	For
			Elect Gary C. Kelly	Against
			Elect Janet Liang	For
			Elect Lynn M. Utter	For
			Elect M. Leanne Lachman	For
			Elect Michael F. Mee	For
			Elect Reginald E. Davis	For
			Elect William H. Cunningham	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Independent Chair	For
			Shareholder Proposal Regarding Severance Approval Policy	Against
Linde Plc	18.01.2023	Ireland	Amendments to Articles	For
			Approval of Scheme of Arrangement	For
			Dissolution Merger	For
	24.07.2023	Ireland	Advisory Vote on Executive Compensation	For
			Amendment to Supermajority Requirements	For
			Authority to Set Auditor's Fees	For
			Elect Alberto Weisser	For
			Elect Ann-Kristin Achleitner	For
			Elect Hugh Grant	Against
			Elect Joe Kaeser	Against
			Elect Martin H. Riehenhagen	For
			Elect Robert L. Wood	For
			Elect Sanjiv Lamba	For
			Elect Stephen F. Angel	For
			Elect Thomas Enders	For
			Elect Victoria E. Ossadnik	Against
			Ratification of Auditor	Against
LMK Group AB	27.04.2023	Sweden	Accounts and Reports	For
			Adoption of Share-Based Incentives (Warrant Program 2023/2025)	For
			Agenda	For
			Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Compliance with the Rules of Convocation	For
			Directors and Auditors' Fees	For
			Election of Directors; Appointment of Auditor	For
			Election of Presiding Chair	For
			Minutes	For
			Ratification of Board and CEO Acts	For
			Voting List	For
	15.09.2023	Sweden	Agenda	For
			Amendments to Articles (Company Name)	For
			Compliance with the Rules of Convocation	For
			Election of Presiding Chair	For
			Minutes	For
			Voting List	For
Logwin AG	31.03.2023	Luxembourg	Accounts and Reports	For
			Allocation of Losses	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Elect Andreas Kurtze to the Board of Directors	Against
			Elect Antonius Wagner to the Board of Directors	Against
			Elect Philippe Prussen to the Board of Directors	For
			Elect Sebastian Esser to the Board of Directors	For
			Non-Executive Directors' Fees	For
			Ratification of Board Acts	For
London Stock Exchange Group	27.04.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Repurchase Shares Off-Market	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Anna Manz	For
			Elect Ashok Vaswani	For
			Elect Cressida Hogg	For
			Elect David A. Schwimmer	For
			Elect Dominic Blakemore	For
			Elect Don Robert	For
			Elect Douglas M. Steenland	For
			Elect Kathleen Traynor DeRose	For
			Elect Martin Brand	For
			Elect Scott Guthrie	For
			Elect Tsega Gebreyes	For
			Elect Val Rahmani	For
			Elect William Vereker	For
			Final Dividend	For
			Remuneration Policy	For

Lundin Mining Corp.	11.05.2023	Canada	Remuneration Report	For
			Advisory Vote on Executive Compensation	For
			Appointment of Auditor and Authority to Set Fees	For
			Elect Adam I. Lundin	For
			Elect Charles Ashley Heppenstall	For
			Elect Dale C. Penluk	For
			Elect Donald K. Charter	For
			Elect Juliana L. Lam	For
			Elect Maria Olivia Recart	For
			Elect Natasha N.D. Vaz	For
			Elect Peter T. Rockandel	For
			2022 Remuneration of Antonio Belloni, Deputy CEO	Against
			2022 Remuneration of Bernard Arnault, Chair and CEO	Against
			2022 Remuneration Report	Against
2023 Remuneration Policy (Board of Directors)	For			
2023 Remuneration Policy (Chair and CEO)	Against			
2023 Remuneration Policy (Deputy CEO)	Against			
Accounts and Reports	For			
Allocation of Profits/Dividends	For			
Authority to Cancel Shares and Reduce Capital	For			
Authority to Grant Stock Options	Against			
Authority to Increase Capital in Case of Exchange Offers	Against			
Authority to Increase Capital in Consideration for Contributions In Kind	Against			
Authority to Increase Capital Through Capitalisations	For			
Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	Against			
Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For			
Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against			
Authority to Repurchase and Reissue Shares	For			
Consolidated Accounts and Reports	For			
Elect Antonio Belloni	For			
Elect Delphine Arnault	Against			
Elect Diego Della Valle as Censor	Against			
Elect Laurent Mignon	Against			
Elect Lord Powell of Bayswater as Censor	Against			
Elect Marie-Josée Kravis	Against			
Elect Marie-Laure Sauty de Chalon	For			
Elect Natacha Valla	For			
Employee Stock Purchase Plan	For			
Global Ceiling on Capital Increases and Debt Issuances	For			
Greenshoe	Against			
Special Auditors Report on Regulated Agreements	For			
Advisory Vote on Executive Compensation	For			
Elect Anthony K. Anderson	For			
Elect Bruce P. Nolop	For			
Elect Deborah C. Hopkins	For			
Elect H. Edward Hanway	Against			
Elect Hafize Gaye Erkan	For			
Elect Jane H. Lute	For			
Elect John D. Doyle	For			
Elect Judith Hartmann	For			
Elect Lloyd M. Yates	For			
Elect Morton O. Schapiro	For			
Elect Oscar Fajul Martin	For			
Elect Ray G. Young	For			
Elect Steven A. Mills	For			
Elect Tamara Ingram	For			
Frequency of Advisory Vote on Executive Compensation	1 Year			
Ratification of Auditor	Against			
Advisory Vote on Executive Compensation	Against			
Elect Brad W. Buss	Against			
Elect Ford Tamer	For			
Elect Marachel L. Knight	For			
Elect Matthew J. Murphy	For			
Elect Michael G. Strachan	For			
Elect Rebecca House	For			
Elect Robert E. Switz	For			
Elect Sara C. Andrews	For			
Elect William Tudor Brown	For			
Frequency of Advisory Vote on Executive Compensation	1 Year			
Ratification of Auditor	For			
Advisory Vote on Executive Compensation	For			
Approval of the Employee Stock Purchase Plan	For			
Elect Candido Botelho Bracher	For			
Elect Choon Phong Goh	For			
Elect Gabrielle Sulzberger	For			
Elect Harit Talwar	For			
Elect Julius Genachowski	For			
Elect Lance Uggla	For			
Elect Merit E. Janow	Against			
Elect Michael Miebach	For			
Elect Oki Matsumoto	For			
Elect Richard K. Davis	For			
Elect Rima Qureshi	For			
Elect Youngme E. Moon	For			
Frequency of Advisory Vote on Executive Compensation	1 Year			
Ratification of Auditor	Against			
Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	Against			
Shareholder Proposal Regarding Lobbying Report	Against			
Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against			
Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	For			
Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For			
Additional or Miscellaneous Proposals	For			
Amendments to Articles (Virtual AGM)	Abstain			
Appointment of Auditor for Fiscal Year 2023	Against			
Appointment of Auditor for Interim Statements for First Half of Fiscal Year 2023	Against			
Appointment of Auditor for Interim Statements the Third Quarter of 2023 and First Quarter of 2024	Against			
Authority to Repurchase and Reissue Shares	Against			
Change of Company Headquarters	For			
Management Board Remuneration Policy	Against			
Ratify Guido Mundi	Against			
Ratify Harmut Buscher	Abstain			
Ratify Karoline Kalb	Abstain			
Ratify Nadine Pallas	Abstain			
Ratify Oliver Jaster	Against			
Ratify Wolfgang Hanrieder	Abstain			
Remuneration Report	Against			
2022 Remuneration of Jean-Baptiste Lucas, CEO	For			
2022 Remuneration of Luc Poyer, Chair	For			
2022 Remuneration Report	For			
2023 Directors' Fees	For			
2023 Remuneration Policy (Board of Directors)	For			
2023 Remuneration Policy (CEO)	For			
2023 Remuneration Policy (Chair)	For			
Accounts and Reports; Non Tax-Deductible Expenses	For			
Allocation of Losses	For			
Authorisation of Legal Formalities	For			
Authority to Cancel Shares and Reduce Capital	For			
Authority to Increase Capital in Case of Exchange Offers	Against			
Authority to Increase Capital in Consideration for Contributions In Kind	Against			
Authority to Increase Capital Through Capitalisations	For			
Authority to Issue Performance Shares	For			
Authority to Issue Shares and Convertible Debt Through Private Placement	Against			
Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For			
Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Against			
Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Against			
Authority to Repurchase and Reissue Shares	For			
Authority to Set Offering Price of Shares	Against			
Consolidated Accounts and Reports	For			
Elect Myriam Maestroni	Against			
Employee Stock Purchase Plan	For			
Global Ceiling on Capital Increases	For			
Global Ceiling on Debt Issuances	For			
Greenshoe	Against			
Related Party Transactions (Balforce SA)	For			
Related Party Transactions (Technip Energies N.V.)	For			
Relocation of Corporate Headquarters	For			
Transfer of Reserves	For			
Mediobanca - Banca Di Credito Finanziario Spa	28.10.2023	Italy	2023-2026 Employee Share Ownership Plan	For
			2023-2026 Long-Term Incentive	For
			2024 Performance Share Plan	For

			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Article 33 (Interim Dividend)	For
			Authority to Issue Shares to Service 2023-2026 Employee Share Ownership Plan	For
			Authority to Issue Shares to Service 2023-2026 Long-Term Incentive Plan	For
			Authority to Repurchase and Reissue Shares	For
			Board Size	For
			Cancellation of Shares	For
			Directors' Fees	For
			List Presented by Board of Directors	For
			List Presented by Delin S.a.r.l.	Abstain
			List Presented by Delin S.a.r.l.	Abstain
			List Presented by Group of Institutional Investors Representing 2.12% of Share Capital	Abstain
			Remuneration Policy	For
			Remuneration Report	For
			Statutory Auditors' Fees	For
Medtronic Plc	19.10.2023	Ireland	Advisory Vote on Executive Compensation	For
			Appointment of Auditor and Authority to Set Fees	Against
			Approval of the 2024 Employee Stock Purchase Plan	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Repurchase Shares	For
			Elect Andrea J. Goldsmith	For
			Elect Craig Arnold	For
			Elect Denise M. O'Leary	Against
			Elect Elizabeth G. Nabel	For
			Elect Geoffrey Straub Martha	For
			Elect Gregory P. Lewis	For
			Elect Kendall J. Powell	Against
			Elect Kevin E. Lofton	For
			Elect Lidia L. Fonseca	For
			Elect Randall J. Hogan, III	For
			Elect Scott C. Donnelly	For
Mercedes-Benz Group AG	03.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor for FY 2023	For
			Appointment of Auditor for FY 2024 (Interim Statements)	For
			Appointment of Auditor for FY2024	For
			Elect Stefan Pierer as Supervisory Board Member	For
			Increase in Authorised Capital	Against
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Merck & Co Inc	23.05.2023	United States	Supervisory Board Remuneration Policy	For
			Advisory Vote on Executive Compensation	Against
			Elect Christine E. Seidman	For
			Elect Douglas M. Baker, Jr.	For
			Elect Inge G. Thulin	For
			Elect Kathy J. Warden	For
			Elect Mary Ellen Coe	For
			Elect Pamela J. Craig	For
			Elect Patricia F. Russo	For
			Elect Paul B. Rothman	For
			Elect Peter C. Wendell	For
			Elect Risa Lavizzo-Mouray	For
			Elect Robert M. Davis	For
			Elect Stephen L. Mayo	For
			Elect Thomas H. Glocer	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	Against
			Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	For
			Shareholder Proposal Regarding Independent Chair	For
			Shareholder Proposal Regarding Report on Access to COVID-19 Products	For
			Shareholder Proposal Regarding Report on Corporate Operations with China	Against
			Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against
Merck KGAA	28.04.2023	Germany	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual Shareholder Meetings)	Abstain
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Meta Platforms Inc	31.05.2023	United States	Elect Andrew W. Houston	For
			Elect Marc L. Andreessen	For
			Elect Mark Zuckerberg	For
			Elect Nancy Killefer	For
			Elect Peggy Alford	Withhold
			Elect Robert M. Kimmitt	For
			Elect Sheryl K. Sandberg	For
			Elect Tony Xu	For
			Elect Tracey T. Travis	Withhold
			Ratification of Auditor	For
			Shareholder Proposal Regarding Human Rights Impact Assessment	For
			Shareholder Proposal Regarding a Report on the Efficacy of Enforcement of Content Policies	For
			Shareholder Proposal Regarding Assessment of Audit and Risk Oversight Committee	For
			Shareholder Proposal Regarding Calibrating Executive Pay to Externalized Costs	For
			Shareholder Proposal Regarding Lobbying Activity Alignment with Net-Zero Emissions Commitment	Against
			Shareholder Proposal Regarding Lobbying Report	For
			Shareholder Proposal Regarding Recapitalization	For
			Shareholder Proposal Regarding Report on Content Management in India	For
			Shareholder Proposal Regarding Report on Government Takedown Requests	Against
			Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	For
			Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	For
Metro AG	24.02.2023	Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual only AGM)	Against
			Appointment of Auditor	For
			Elect Edgar Ernst	For
			Elect Georg Vomhof	Against
			Elect Gwyn V. Burr	For
			Elect Jana Cejtková	Against
			Elect Marco Arcelli	Against
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Mettler-Toledo International, Inc.	04.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Domitille Doat-Le Bigot	For
			Elect Elisha W. Finney	For
			Elect Ingrid Zhang	For
			Elect Michael A. Kelly	For
			Elect Richard Francis	For
			Elect Robert F. Spoerry	Against
			Elect Roland Diggelmann	For
			Elect Thomas P. Salice	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
Meyer Burger Technology AG	04.05.2023	Switzerland	Accounts and Reports	For
			Allocation of Losses	For
			Amendment to Corporate Purpose	For
			Amendments to Articles (Formal Adjustments)	For
			Amendments to Articles (Hybrid Shareholders' Meeting)	For
			Appointment of Auditor	Against
			Appointment of Independent Proxy	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Board Compensation	For
			Compensation Report	For
			Elect Andreas R. Herzog	For
			Elect Andreas R. Herzog as Nominating and Compensation Committee Member	For
			Elect Franz Richter as Board Chair and Member	For
			Elect Katrin Wehr-Seiter	For
			Elect Mark Kerekes	For
			Elect Urs Schenker	For
			Elect Urs Schenker as Nominating and Compensation Committee Member	For
			Executive Compensation	For
			Ratification of Board and Management Acts	For
Microsoft Corporation	07.12.2023	United States	Advisory Vote on Executive Compensation	For
			Advisory vote on frequency of advisory vote on executive compensation; please vote for on this resolution to approve 1 year	For

		Advisory vote on frequency of advisory vote on executive compensation: please vote for on this resolution to approve 2 year	Unvoted	
		Advisory vote on frequency of advisory vote on executive compensation: please vote for on this resolution to approve 3 year	Unvoted	
		Advisory vote on frequency of advisory vote on executive compensation: please vote for on this resolution to approve abstain	Unvoted	
		Elect Carlos A. Rodriguez	For	
		Elect Catherine MacGregor	For	
		Elect Charles W. Scharf	For	
		Elect Emma N. Walmsley	For	
		Elect Hugh F. Johnston	Against	
		Elect John W. Stanton	For	
		Elect Mark Mason	For	
		Elect Penny S. Pritzker	For	
		Elect Reid G. Hoffman	For	
		Elect Sandra E. Peterson	For	
		Elect Sabya Nadella	For	
		Elect Teri L. List	For	
		Frequency of Advisory Vote on Executive Compensation	1 Year	
		Ratification of Auditor	Against	
		Shareholder Proposal Regarding EEO Policy Risk Report	Against	
		Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Against	
		Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Options	Against	
		Shareholder Proposal Regarding Report on Government Takedown Requests	Against	
		Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Against	
		Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Against	
		Shareholder Proposal Regarding Report on Tax Transparency	For	
		Shareholder Proposal Regarding Risks of Developing Military Weapons	For	
		Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against	
Mitsubishi Estate Company Limited	29.06.2023	Japan	Allocation of Profits/Dividends	For
			Elect Atsushi Nakajima	For
			Elect Ayako Sonoda	Against
			Elect Bunroku Naganuma	For
			Elect Hiroshi Katayama	For
			Elect Junichi Yoshida	For
			Elect Masaaki Shirakawa	Against
			Elect Melanie Brock	Against
			Elect Mikihito Hirai	For
			Elect Naoki Umeda	For
			Elect Noboru Nishigai	For
			Elect Shin Nagase	For
			Elect Tetsuo Narukawa	For
			Elect Tsuyoshi Okamoto	Against
			Elect Wataru Sueyoshi	For
Moody's Corp.	18.04.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the 2003 Stock Incentive Plan	For
			Elect Bruce Van Saun	For
			Elect Jorge A. Bermudez	For
			Elect Jose M. Minaya	For
			Elect Kathryn M. Hill	For
			Elect Leslie Seidman	For
			Elect Lloyd W. Howell, Jr.	For
			Elect Robert Fauber	For
			Elect Therèse Esperdy	For
			Elect Vincent A. Forlenza	For
			Elect Zig Serafin	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
Morgan Stanley	19.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Alistair Darling	For
			Elect Dennis M. Nally	For
			Elect Erika H. James	Against
			Elect Hironori Kamezawa	For
			Elect James P. Gorman	For
			Elect Judith A. Miscik	For
			Elect Mary L. Schapiro	Against
			Elect Masato Miyachi	For
			Elect Perry M. Traquina	For
			Elect Rayford Wilkins Jr.	Against
			Elect Robert H. Herz	Against
			Elect Shelley B. Leibowitz	For
			Elect Stephen J. Luczo	For
			Elect Thomas H. Glocer	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against
			Shareholder Proposal Regarding Right to Call Special Meeting	For
Morphosys AG	17.05.2023	Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Meetings)	Against
			Appointment of Auditor	For
			Cancellation of Authorised Capital	For
			Elect George Golumbeski	For
			Elect Michael L. Brosnan	For
			Increase in Authorised Capital I	For
			Increase in Authorised Capital II	For
			Ratification of Management Board Acts	Against
			Ratification of Supervisory Board Acts	Against
MS&AD Insurance Group Holdings, Inc.	26.06.2023	Japan	Remuneration Report	Against
			Allocation of Profits/Dividends	For
			Elect Akemi Ishiwata	For
			Elect Jun Suzuki	For
			Elect Junichi Tobimatsu	For
			Elect Keiji Suzuki as Statutory Auditor	Against
			Elect Mariko Bando	For
			Elect Noriyuki Hara	For
			Elect Rochelle Kopp	For
			Elect Tetsuji Higuchi	For
			Elect Tomoyuki Shimazu	For
			Elect Yasuyoshi Karasawa	For
			Elect Yasuzo Kanasugi	For
MSCI Inc	25.04.2023	United States	Elect Yusuke Shirai	For
			Advisory Vote on Executive Compensation	For
			Elect C.D. Baer Pettit	For
			Elect Catherine R. Kinney	For
			Elect Henry A. Fernandez	For
			Elect Jacques P. Perold	For
			Elect Linda H. Riefler	For
			Elect Marcus L. Smith	Against
			Elect Paula Volent	For
			Elect Rajat Taneja	For
			Elect Robert G. Ashe	For
			Elect Robin L. Matlock	For
			Elect Sandy C. Rattray	For
			Elect Wayne Edmunds	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
MTU Aero Engines AG	11.05.2023	Germany	Ratification of Auditor	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Christine Bortenlanger	For
			Elect Marion A. Weissenberger-Eibl	For
			Elect Ute Wolf	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Muenchener Rueckversicherungs-Gesellschaft AG	05.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Editorial)	For
			Amendments to Articles (Share Registration)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	Abstain
			Ratify Achim Kassow	For
			Ratify Angelika Judith Herzog	For
			Ratify Anne Horstmann	For
			Ratify Ann-Kristin Achleitner	For
			Ratify Carine Knoche-Brouillon	For
			Ratify Carsten Spohr	For
			Ratify Christoph Jurecka	For
			Ratify Clarisse Kopff	For
			Ratify Clement B. Booth	For
			Ratify Doris Höpke	For
			Ratify Frank Fassin	For

			Ratify Gabriele Mücke	For
			Ratify Gabriele Sina-Toporzysek	For
			Ratify Gerd Häusler	For
			Ratify Joachim Wenning	For
			Ratify Karl-Heinz Streibich	For
			Ratify Manfred Rassy	For
			Ratify Markus Reß	For
			Ratify Markus Wagner	For
			Ratify Maximilian Zimmerer	For
			Ratify Nicholas Gartside	For
			Ratify Nikolaus von Bomhard	For
			Ratify Renata Jungo Brüngger	For
			Ratify Ruth Brown	For
			Ratify Stefan Golling	For
			Ratify Stefan Kaindl	For
			Ratify Stephan Eberl	For
			Ratify Thomas Blunck	For
			Ratify Torsten Jeworrek	For
			Ratify Ulrich Ploette	For
			Ratify Ursula Gather	For
			Remuneration Report	For
Nasdaq Inc	21.06.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Adena T. Friedman	For
			Elect Alfred W. Zollar	For
			Elect Charlene T. Begley	For
			Elect Essa Kazim	For
			Elect Jeffery W. Yabuki	For
			Elect Johan Torgeby	For
			Elect Melissa M. Arndt	For
			Elect Michael R. Splinter	For
			Elect Steven D. Black	For
			Elect Thomas A. Kloet	For
			Elect Toni Townes-Whitley	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Independent Chair	For
NatWest Group Plc	25.04.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Preference Shares Off-Market	For
			Authority to Repurchase Shares	For
			Authority to Repurchase Shares from HM Treasury	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Alison Rose-Stade	For
			Elect Frank E. Dangeard	For
			Elect Howard J. Davies	For
			Elect Katie Murray	For
			Elect Lena Wilson	For
			Elect Mark Seligman	For
			Elect Morten Friis	For
			Elect Patrick Flynn	For
			Elect Róisín Donnelly	For
			Elect Stuart Lewis	For
			Elect Yasmin Jetha	For
			Final Dividend	For
			Remuneration Report	For
Nemetschek SE	23.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Against
			Appointment of Auditor	For
			Ratification of Management Board Acts	Against
			Ratify Andreas Söfing	Against
			Ratify Bill Krouch	Against
			Ratify Christine Schöneweis	Against
			Ratify Georg Nemetschek	Against
			Ratify Gernot Strube	Against
			Ratify Kurt Dobitsch	Against
			Ratify Patricia Geibel-Conrad	Against
			Ratify Rüdiger Herzog	Against
			Remuneration Report	Against
Neste Oyj	28.03.2023	Finland	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ or w/o Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Board Size	For
			Directors' Fees	For
			Election of Directors	For
			Ratification of Board and CEO Acts	For
			Remuneration Report	For
Netflix Inc.	01.06.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Jay Hoag	Against
			Elect Mathias Döpfner	Against
			Elect Reed Hastings	Against
			Elect Ted Sarandos	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Against
			Shareholder Proposal Regarding Policy on Freedom of Association	For
			Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Default Options	Against
			Shareholder Proposal Regarding Right to Call Special Meetings	For
Newmont Corp	11.10.2023	United States	Increase in Authorized Common Stock	For
			Newcrest Transaction	For
			Right to Adjourn Meeting	For
	26.04.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Bruce R. Brook	For
			Elect Emma Fitzgerald	For
			Elect Gregory H. Boyce	For
			Elect Jane Nelson	For
			Elect José Manuel Madero	For
			Elect Julio M. Quintana	For
			Elect Mary A. Laschinger	For
			Elect Maura J. Clark	For
			Elect Patrick G. Awuah, Jr.	For
			Elect René Medori	For
			Elect Susan N. Story	For
			Elect Thomas Palmer	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
Nexans	11.05.2023	France	2022 Remuneration of Christopher Guérin, CEO	For
			2022 Remuneration of Jean Mouton, Chair	For
			2022 Remuneration Report	For
			2023 Directors' Fees	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CEO)	For
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports; Non Tax-Deductible Expenses	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Consideration for Contributions In Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Performance Shares	For
			Authority to Issue Restricted Shares	For
			Authority to Issue Shares and Convertible Debt Through Private Placement	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Bpifrance Participations (Karine Lenglard)	For
			Elect Hubert Porte	For
			Elect Jean Mouton	For
			Elect Oscar Eduardo Hasbún Martínez	For

			Employee Stock Purchase Plan	For
			Greenshoe	For
			Related Party Transactions (Invexans Limited)	For
			Related Party Transactions (Invexans SA)	For
			Stock Purchase Plan for Overseas Employees	For
Nike, Inc.	12.09.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Alan B. Graf, Jr.	For
			Elect Cathleen A. Benko	For
			Elect John W. Rogers, Jr.	Withhold
			Elect Robert Holmes Swan	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
NN Group NV	02.06.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Cancellation of Shares	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Nomura Research Institute Ltd.	23.06.2023	Japan	Supervisory Board Remuneration Policy	For
			Elect Hideki Kobori	For
			Elect Hidenori Anzai	For
			Elect Ken Ebato	For
			Elect Shingo Konomoto	For
			Elect Shinoi Sakata	For
			Elect Shuji Tateno	For
			Elect Tetsuji Ohashi	For
			Elect Yasuo Fukami	For
			Elect Yo Akatsuka	For
Nordea Bank Abp	23.03.2023	Finland	Elect Yoichi Inada as Statutory Auditor	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Appointment of Auditor	For
			Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Trade in Company Stock (issuance)	For
			Authority to Trade in Company Stock (repurchase)	For
			Board Size	For
			Directors' Fees	For
			Elect Arja Talma	For
			Elect Birger Steen	For
			Elect John Malby	For
			Elect Jonas Symmergren	For
			Elect Kjersti Wiklund	For
			Elect Lene Skole	For
			Elect Per Strömberg	For
			Elect Petra van Hoeken	For
			Elect Risto Murto	For
			Elect Stephen Hester	For
			Issuance of Treasury Shares	For
			Ratification of Board and CEO Acts	For
			Remuneration Report	For
Nordex SE	27.03.2023	Germany	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Increase in Authorised Capital	For
			Increase in Authorised Capital II	For
			Increase in Authorised Capital III	For
			Issuance of Shares w/o Preemptive Rights	Against
	06.06.2023	Germany	Amendments to Articles (General Meeting)	Against
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Increase in Authorised Capital	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	For
Norfolk Southern Corp.	11.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Alan H. Shaw	For
			Elect Amy E. Miles	Against
			Elect Christopher T. Jones	Against
			Elect Claude Mongeau	For
			Elect Jennifer F. Scanlon	Against
			Elect John C. Huffard, Jr.	For
			Elect John R. Thompson	Against
			Elect Marcella E. Donadio	For
			Elect Michael D. Lockhart	Against
			Elect Mitchell E. Daniels, Jr.	Against
			Elect Steven F. Leer	Against
			Elect Thomas Colm Kelleher	For
			Elect Thomas D. Bell Jr.	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Right to Call Special Meetings	For
NORMA Group SE	11.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM)	Abstain
			Amendments to Articles (Virtual Participation of Supervisory Board)	For
			Appointment of Auditor	For
			Elect Denise Koopmans	For
			Elect Erika Schulte	For
			Elect Markus Distelhoff	For
			Elect Rita Forst	For
			Ratify Annette Stieve	For
			Ratify Erika Schulte	For
			Ratify Friedrich Klein	For
			Ratify Günter Hauptmann	For
			Ratify Knut J. Michelberger	For
			Ratify Mark Wilhelms	For
			Ratify Michael Schneider	For
			Ratify Miguel Ángel López Borrego	For
			Ratify Rita Forst	For
			Remuneration Report	For
Northern Trust Corp.	25.04.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Charles A. Tribbett III	Against
			Elect David H. B. Smith, Jr.	For
			Elect Dean M. Harrison	For
			Elect Donald Thompson	For
			Elect Jay L. Henderson	Against
			Elect Jose Luis Prado	Against
			Elect Linda Walker Bynoe	Against
			Elect Marcy S. Klevorn	For
			Elect Martin P. Slark	For
			Elect Michael G. O'Grady	For
			Elect Siddharth N. Mehta	For
			Elect Susan Crown	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Northland Power Inc.	18.05.2023	Canada	Advisory Vote on Executive Compensation	For
			Appointment of Auditor and Authority to Set Fees	Withhold
			Elect Eckhardt Ruemmler	For
			Elect Helen Malloy Hicks	For
			Elect Ian W. Pearce	For
			Elect John W. Brace	For
			Elect Keith R. Halbert	For
			Elect Kevin Glass	For
			Elect Linda L. Bertoldi	For
			Elect Lisa Colnett	For
			Elect Russell Goodman	For
Novartis AG	15.09.2023	Switzerland	Additional or Amended Proposals	Against
			Amendment to Par Value	For
			Dividend in Kind to Effect Spin-Off of Sandoz Group AG	For
Novo Nordisk	23.03.2023	Denmark	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Remuneration Policy	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ or w/o Preemptive Rights	For
			Authority to Repurchase Shares	For

			Cancellation of Shares	For
			Directors' Fees 2022	For
			Directors' Fees 2023	For
			Elect Andreas Fibig	For
			Elect Christina Choi Lai Law	For
			Elect Helge Lund as Chair	For
			Elect Henrik Poulsen as Vice Chair	For
			Elect Kasim Kutay	For
			Elect Laurence Debroux	For
			Elect Martin Mackay	Against
			Elect Sylvie Grégoire	For
			Remuneration Report	For
			Shareholder Proposal Regarding Company's Product Pricing	Against
NVIDIA Corp	22.06.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect A. Brooke Seawell	For
			Elect Aarti Shah	For
			Elect Dawn Hudson	For
			Elect Harvey C. Jones	Against
			Elect Jen-Hsun Huang	For
			Elect John O. Dabiri	For
			Elect Mark A. Stevens	Against
			Elect Mark L. Perry	Against
			Elect Michael G. McCaffery	For
			Elect Persis S. Drell	Against
			Elect Robert K. Burgess	For
			Elect Stephen C. Neal	Against
			Elect Tench Cox	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
NXP Semiconductors NV	24.05.2023	Netherlands	Ratification of Auditor	For
			Accounts and Reports	For
			Advisory Vote on Executive Compensation	For
			Appointment of Auditor	For
			Authority to Cancel Repurchased Shares	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Repurchase Shares	For
			Elect Annette K. Clayton	For
			Elect Anthony R. Foss	For
			Elect Chunyuan Gu	For
			Elect Gregory L. Summe	Against
			Elect Jasmin Staiblin	For
			Elect Julie Southern	For
			Elect Karl-Henrik Sandström	For
			Elect Kurt Sievers	For
			Elect Lena Olving	For
			Elect Moshe N. Gavrieli	For
			Ratification of Board Acts	For
Oracle Corp.	15.11.2023	United States	Advisory Vote on Executive Compensation	Against
			Advisory vote on the frequency of future advisory votes on the compensation of our named executive officers: please vote on this resolution to approve 1 year	For
			Advisory vote on the frequency of future advisory votes on the compensation of our named executive officers: please vote on this resolution to approve 2 years	Unvoted
			Advisory vote on the frequency of future advisory votes on the compensation of our named executive officers: please vote on this resolution to approve 3 years	Unvoted
			Advisory vote on the frequency of future advisory votes on the compensation of our named executive officers: please vote on this resolution to approve abstain	Unvoted
			Amendment to the 2020 Equity Incentive Plan	Against
			Elect Awo Ablo	For
			Elect Bruce R. Chizen	For
			Elect Charles W. Moorman	Against
			Elect George H. Conrady	Against
			Elect Jeffrey Q. Hentley	For
			Elect Jeffrey S. Berg	For
			Elect Lawrence J. Ellison	Against
			Elect Leon E. Panetta	Against
			Elect Michael J. Boskin	For
			Elect Naomi O. Seligman	Against
			Elect Renée J. James	For
			Elect Rona Fairhead	For
			Elect Safra A. Catz	Against
			Elect Vishal Sikka	For
			Elect William G. Parrett	For
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Independent Chair	For
Orange	23.05.2023	France	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
			2022 Remuneration of Christel Heydemann, CEO (from April 4, 2022)	For
			2022 Remuneration of Jacques Aschenbroich, Chair (from May 19, 2022)	For
			2022 Remuneration of Ramon Fernandez, Deputy CEO (until December 31, 2022)	For
			2022 Remuneration of Stéphane Richard, Chair (from April 4, 2022 until May 19, 2022)	For
			2022 Remuneration of Stéphane Richard, Chair and CEO (until April 3, 2022)	For
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (CEO)	For
			2023 Remuneration Policy (Chair)	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Case of Exchange Offers	Abstain
			Authority to Increase Capital in Consideration for Contributions in Kind	Abstain
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Performance Shares	For
			Authority to Issue Shares and Convertible Debt Through Private Placement	Abstain
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Abstain
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Abstain
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Alexandre Pierre Alain Bompard	Against
			Elect Anne Lange	For
			Elect Anne-Gabrielle Hellbronner	Against
			Elect Gilles Grapinet	For
			Elect Momar Nguer	For
			Employee Stock Purchase Plan	For
			Global Ceiling on Capital Increases	For
			Greenshoe	Abstain
			Shareholder Proposal A Regarding Limit on Board Memberships	Against
			Shareholder Proposal B regarding Amending ESG Metrics and Potential Dilution of Equity Compensation Plan	Against
			Shareholder Proposal C regarding Amending ESG Metrics of Equity Compensation Plan	Against
			Shareholder Proposal D Regarding Equity Remuneration for Employee	Against
Orsted A/S	07.03.2023	Denmark	Special Auditors Report on Regulated Agreements	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Authorization of Legal Formalities	For
			Board Size	For
			Directors' Fees	For
			Elect Andrew R.D. Brown	For
			Elect Annica Brestby	For
			Elect Dieter Wemmer	For
			Elect Jørgen Kildahl	For
			Elect Julia King	For
			Elect Lene Skole-Sørensen as Vice Chair	For
			Elect Peter Korsholm	For
			Elect Thomas Thune Andersen as Chair	For
			Ratification of Board and Management Acts	For
			Remuneration Report	For
Palo Alto Networks Inc	12.12.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2021 Equity Incentive Plan	For
			Elect Aparna Bawa	Against
			Elect Carl M. Eschenbach	For
			Elect Lorraine Twohill	Against
			Elect Nilesh Arora	For
			Ratification of Auditor	For
Panasonic Holdings Corporation	26.06.2023	Japan	Amendment to Restricted Stock Plan	For
			Elect Ayako Shotoku @ Ayako Kurama	For
			Elect Hidetoshi Baba as Statutory Auditor	For
			Elect Hirokazu Umeda	For
			Elect Kazuhiko Toyama	For
			Elect Kazuhiro Tsuga	For
			Elect Keita Nishiyama	For
			Elect Kunio Noji	For
			Elect Michitaka Sawada	For
			Elect Mototsugu Sato	For
			Elect Shinobu Matsui	For
			Elect Tetsuro Homma	For



			Elect Yoshinobu Tsutsui	For
			Elect Yoshiyuki Miyabe	For
			Elect Yuki Kusumi	For
			Statutory Auditors' Fees	For
PayPal Holdings Inc	24.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2015 Equity Incentive Plan	Against
			Elect Ann M. Sarnoff	For
			Elect Belinda J. Johnson	For
			Elect Daniel H. Schulman	For
			Elect David M. Moffett	For
			Elect David W. Dorman	For
			Elect Deborah M. Messemer	For
			Elect Enrique Lores	For
			Elect Frank D. Yeary	For
			Elect Gail J. McGovern	For
			Elect John L. Donahoe II	For
			Elect Jonathan Christodoro	For
			Elect Rodney C. Adkins	For
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Majority Vote for Election of Directors	For
			Shareholder Proposal Regarding Policy Against Discriminatory Exclusion in Conflict Zones	Against
			Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against
			Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	For
			Shareholder Proposal Regarding Transparency Reports and Account Suspensions	Abstain
Peach Property Group Ltd	24.05.2023	Switzerland	Accounts and Reports	For
			Allocation of Losses	For
			Amendment to Conditional Capital	For
			Amendments to Articles (Board of Directors)	For
			Amendments to Articles (Compensation; External Mandates)	For
			Amendments to Articles (Shareholder Rights and Meetings)	For
			Appoint Reto A. Garzetti as Board Chair	Against
			Appointment of Auditor	For
			Appointment of Independent Proxy	For
			Board Compensation	Abstain
			Compensation Report	Abstain
			Elect Christian De Prati	For
			Elect Christian De Prati as Compensation Committee Member	For
			Elect Klaus G. Schmitz	For
			Elect Klaus G. Schmitz as Compensation Committee Member	For
			Elect Kurt Hardt	For
			Elect Kurt Hardt as Compensation Committee Member	For
			Elect Peter E. Bodmer	For
			Elect Reto A. Garzetti	Against
			Executive Compensation (Fixed)	For
			Executive Compensation (Variable)	For
			Introduction of a Capital Band	For
			Ratify Andreas Steinbauer	For
			Ratify Christian De Prati	For
			Ratify Klaus Schmitz	For
			Ratify Kurt Hardt	For
			Ratify Peter Bodmer	For
			Ratify Reto Garzetti	For
			Ratify Thomas Wolfensberger	For
			Ratify Thorsten Arsan	For
			Reduction of Par Value of Shares	For
Pearson plc	28.04.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Andy Bird	For
			Elect Annette Thomas	For
			Elect Esther S. Lee	For
			Elect Graeme D. Pitkethly	For
			Elect Lincoln Wallen	For
			Elect Omid R. Kordestani	For
			Elect Sally Johnson	For
			Elect Sherry Coult	For
			Elect Tim Score	For
			Final Dividend	For
			Remuneration Policy	Against
			Remuneration Report	For
Pernod Ricard	10.11.2023	France	2022 Remuneration of Alexandre Ricard, Chair and CEO	For
			2022 Remuneration Report	For
			2023 Directors' Fees	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (Chair and CEO)	For
			Accounts and Reports; Non Tax-Deductible Expenses	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor (Deloitte)	Against
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Consideration for Contributions in Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Shares and Convertible Debt Through Private Placement	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Kory Sorenson	For
			Elect Max Koeune	For
			Elect Philippe Petitcolin	For
			Employee Stock Purchase Plan	For
			Green shoe	For
			Special Auditor's Report on Regulated Agreements	For
			Stock Purchase Plan for Overseas Employees	For
Pfeiffer Vacuum Technology AG	02.05.2023	Germany	Allocation of Dividends	Abstain
			Amendments to Articles (Supervisory Board Virtual Participation)	Abstain
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Approval of Intra-Company Control Agreement with Pangea GmbH	Abstain
			Increase in Authorized Capital	Against
			Management Board Remuneration Policy	Against
			Ratify Ayla Busch	Against
			Ratify Britta Giesen	For
			Ratify Götz Timmerbeil	Against
			Ratify Henrik Newerla	Against
			Ratify Minja Lührer	Against
			Ratify Stefan Röser	Against
			Ratify Timo Birkenstock	Against
			Ratify Wolfgang Ehrk	Against
			Remuneration Report	Against
Pirelli & C. S.p.A.	29.06.2023	Italy	2023-2025 Long-Term Incentive Plan	Against
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Board Size	For
			D&O Insurance Policy	Abstain
			Directors' Fees	Against
			Election of Chair of Board	Against
			Election of Directors	Against
			Postponement of Voting on Proposals 3.00, 4.00, 5.00 and 6.00	For
			Remuneration Policy	Against
			Remuneration Report	Against
PNC Financial Services Group Inc	26.04.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Andrew T. Feldstein	For
			Elect Bryan S. Salesky	For
			Elect Daniel R. Hesse	Against
			Elect Debra A. Cafaro	For
			Elect Joseph Alvarado	For
			Elect Linda R. Medler	For
			Elect Marjorie Rodgers Cheshire	For
			Elect Martin Pfingstgraff	For
			Elect Renu Khatbor	For
			Elect Richard J. Harshman	Against
			Elect Robert A. Niblock	For
			Elect Toni Townes-Whitley	For
			Elect William S. Demchak	For
			Frequency of Advisory Vote on Executive Compensation	1 Year

Pool Corporation	03.05.2023	United States	Ratification of Auditor	For			
			Advisory Vote on Executive Compensation	For			
			Elect Carlos A. Sabater	For			
			Elect David G. Whalen	For			
			Elect Debra S. Oler	For			
			Elect James D. Hope	For			
			Elect John E. Stokely	Against			
			Elect Manuel J. Perez de la Mesa	For			
			Elect Martha S. Giervasi	For			
			Elect Peter D. Arvan	For			
			Elect Robert C. Sledd	For			
			Frequency of Advisory Vote on Executive Compensation	1 Year			
			Ratification of Auditor	Against			
Procter & Gamble Co.	10.10.2023	United States	Advisory Vote on Executive Compensation	For			
			Advisory Vote to Approve the Frequency of the Executive Compensation Vote (the Say on Frequency Vote): Please Vote For on this Resolution to Approve 1 Year	For			
			Advisory Vote to Approve the Frequency of the Executive Compensation Vote (the Say on Frequency Vote): Please Vote For on this Resolution to Approve 2 Year	Unvoted			
			Advisory Vote to Approve the Frequency of the Executive Compensation Vote (the Say on Frequency Vote): Please Vote For on this Resolution to Approve 3 Year	Unvoted			
			Advisory Vote to Approve the Frequency of the Executive Compensation Vote (the Say on Frequency Vote): Please Vote For on this Resolution to Approve Abstain	Unvoted			
			Elect Amy L. Chang	For			
			Elect Angela F. Braly	For			
			Elect B. Marc Allen	For			
			Elect Brett Biggs	For			
			Elect Christine M. McCarthy	For			
			Elect Christopher Kempczinski	For			
			Elect Debra L. Lee	For			
			Elect Jon R. Moeller	For			
			Elect Joseph Jimenez	For			
			Elect Patricia A. Woertz	Against			
			Elect Rajesh Subramaniam	For			
			Elect Robert J. Portman	For			
			Elect Sheila Bonini	For			
			Elect Terry J. Lundgren	For			
			Ratification of Auditor	Against			
			Shareholder Proposal Regarding Civil Rights Audit	Against			
			Shareholder Proposal Regarding Report on Business with China	Against			
			Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For			
			Prologis Inc	04.05.2023	United States	Advisory Vote on Executive Compensation	Against
						Elect Avid Modjtaba	For
						Elect Carl B. Webb	Against
						Elect Cristina G. Rita	For
Elect David P. O'Connor	For						
Elect George L. Fotiades	For						
Elect Hamid R. Moghadam	For						
Elect Irving F. Lyons, III	For						
Elect James B. Connor	Against						
Elect Jeffrey L. Skelton	Against						
Elect Lydla H. Kennard	Against						
Elect Olivier Piani	For						
Frequency of Advisory Vote on Executive Compensation	1 Year						
ProSiebenSat.1 Media AG	30.06.2023	Germany	Ratification of Auditor	Against			
			Allocation of Dividends	For			
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against			
			Amendments to Articles (Virtual AGM)	For			
			Appointment of Auditor	Abstain			
			Elect Cai-Nicolas Ziegler	For			
			Elect Katharina Behrends	For			
			Elect Katrin Burkhardt	For			
			Elect Thomas Ingelfinger	For			
			Postpone the Ratification of Management Board Acts for Fiscal Year 2022	For			
			Ratification of Supervisory Board Acts	Abstain			
			Prosus NV	23.08.2023	Netherlands	Remuneration Report	Abstain
						Accounts and Reports	For
Allocation of Profits/Dividends	For						
Appointment of Auditor	For						
Approve and Implement Restructuring to Remove Cross-Holding Structure; Amendments to Articles	For						
Authority to Issue Shares w/ or w/o Preemptive Rights	For						
Authority to Repurchase Shares	Against						
Cancellation of Shares	For						
Elect Manisha Girotra to the Board of Directors	For						
Elect Mark R. Sorour to the Board of Directors	For						
Elect Rachel C.C. Jafra to the Board of Directors	For						
Elect Ying XU to the Board of Directors	For						
Non-Executive Remuneration Policy	For						
Ratification of Executives' Acts	For						
Ratification of Non-Executives' Acts	Against						
Prudential Financial Inc.	09.05.2023	United States	Remuneration Report	Against			
			Advisory Vote on Executive Compensation	Against			
			Elect Charles F. Lowrey	For			
			Elect Christine A. Poon	For			
			Elect Douglas A. Scovanner	For			
			Elect Gilbert F. Casillas	For			
			Elect Martina Hund-Mejean	Against			
			Elect Michael A. Todman	For			
			Elect Robert M. Falzon	For			
			Elect Sandra Pianalto	For			
			Elect Wendy E. Jones	For			
			Frequency of Advisory Vote on Executive Compensation	1 Year			
			Ratification of Auditor	Against			
PSI Software SE	23.05.2023	Germany	Shareholder Proposal Regarding Independent Chair	For			
			Allocation of Dividends	For			
			Amendments to Articles (Virtual AGM Participation of Members of the Supervisory Board)	Against			
			Amendments to Articles (Virtual General Meeting)	For			
			Appointment of Auditor	For			
			Authority to Repurchase and Reissue Shares	For			
			Change of Legal Form	For			
			Elect Andrea Böwing	For			
			Elect Karsten Trippel	Against			
			Elect Ulrich Wilhelm Jaroni	For			
			Elect Uwe Hack	For			
			Increase in Authorised Capital	For			
			Ratification of Management Board Acts	For			
Ratification of Supervisory Board Acts	For						
Remuneration Report	Against						
Puma SE	24.05.2023	Germany	Remuneration Report	For			
			Allocation of Dividends	For			
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against			
			Amendments to Articles (Virtual Meetings)	Against			
			Appointment of Auditor	For			
			Elect Bernd Illig	For			
			Elect Fiona May Oh	For			
			Elect H�loise Temple-Boyer	Against			
			Elect Jean-Marc Duplaix	Against			
			Elect Martin K�ppel	For			
			Elect Thore Ohlsson	Against			
			Ratification of Management Board Acts	For			
			Ratification of Supervisory Board Acts	Against			
Remuneration Report	Against						
Supervisory Board Remuneration Policy	Against						
PVA Tepla AG	28.06.2023	Germany	Allocation of Profits	For			
			Amendments to Articles (Management Board Resolutions)	For			
			Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	Against			
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against			
			Amendments to Articles (Virtual AGM)	For			
			Appointment of Auditor	For			
			Approval of Intra-Company Control Agreement with PVA Industrial Vacuum Systems GmbH	For			
			Authority to Repurchase and Reissue Shares	For			
			Elect Myriam Jahn as Supervisory Board Member	For			
			Ratification of Management Board Acts	For			
			Ratification of Supervisory Board Acts	Against			
			Remuneration Report	Against			
			Supervisory Board Size	For			
QIAGEN NV	22.06.2023	Netherlands	Accounts and Reports	For			
			Appointment of Auditor	For			
			Approval of the 2023 Stock Plan	For			
			Authority to Issue Shares w/ Preemptive Rights	Against			
			Authority to Repurchase Shares	For			
			Authority to Suppress Preemptive Rights	For			
			Authorize Managing Board and De Brauw Blackstone Westbroek N.V. to Execute These Amendments	For			

			Cancellation of Fractional Shares	For
			Capitalisation of Reserves	For
			Elect Elaine Mardis	For
			Elect Elizabeth E. Tallett	For
			Elect Eva Pisa	For
			Elect Lawrence A. Rosen	Against
			Elect Metin Colban	For
			Elect Roland Sackers	For
			Elect Ross L. Levine	For
			Elect Stephen H. Ruszkowski	For
			Elect Thierry Bernard	For
			Elect Toralf Haag	For
			Management Board Report	For
			Opening	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Q-Linea AB	03.07.2023	Sweden	Agenda	For
			Compliance with the Rules of Convocation	For
			Minutes	For
			Opening of Meeting; Election of Presiding Chair	For
			Rights Issue	For
			Voting List	For
Quest Diagnostics, Inc.	17.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the Long-Term Incentive Plan	For
			Elect Denise M. Morrison	For
			Elect Gail R. Wilensky	For
			Elect Gary M. Pfeiffer	Against
			Elect James E. Davis	For
			Elect Luis Diaz, Jr.	For
			Elect Timothy L. Main	For
			Elect Timothy M. Ring	For
			Elect Tracey C. Doi	For
			Elect Vicky B. Gregg	For
			Elect Wright L. Lassiter III	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
R. Stahl AG	29.06.2023	Germany	Shareholder Proposal Regarding GHG Targets and Alignment with Paris Agreement	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Andreas Müller	For
			Elect Dennis Stahl	For
			Elect Harald Rönn	For
			Elect Peter Hofmann	For
			Elect Peter Leischner	Against
			Elect Renate Neumann-Schäfer	For
			Ratify Andreas Müller	For
			Ratify Bernardo Krul	For
			Ratify Harald Rönn	For
			Ratify Helke Dannenbauer	For
			Ratify Klaus Erker	For
			Ratify Mathias Hallmann	For
			Ratify Nadine Ernstberger	For
			Ratify Nikolaus Simeonidis	For
			Ratify Peter Hofmann	For
			Ratify Peter Leischner	For
			Ratify Renate Neumann-Schäfer	For
			Remuneration Report	Against
Raiffeisen Bank International AG	30.03.2023	Austria	Allocation of Profits	For
			Appointment of Auditor	For
			Election of Andrea Gaal as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Rational AG	10.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Annual General Meeting Location)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Approval of Profit-and-Loss Transfer Agreements	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Raymond James Financial, Inc.	23.02.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2012 Stock Incentive Plan	For
			Elect Anne Gates	For
			Elect Benjamin C. Esby	For
			Elect Gordon L. Johnson	For
			Elect Jeffrey N. Edwards	For
			Elect Marlene Debel	For
			Elect Paul C. Reilly	For
			Elect Raj Seshadri	For
			Elect Robert M. Dutkowsky	For
			Elect Robert C. McGeary	For
			Elect Thomas A. James	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Realtech AG	20.07.2023	Germany	Appointment of Auditor	For
			Ratification of Supervisory Board Acts	For
			Ratify Bernd Kappesser	For
			Ratify Daniele Di Croce	For
			Ratify Wolfgang Erlebach	For
Reckitt Benckiser Group Plc	03.05.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Alan Stewart	For
			Elect Andrew RJ Bonfield	For
			Elect Christopher A. Sinclair	For
			Elect Elaine B. Stock	For
			Elect Jeff Carr	For
			Elect Jeremy Darroch	For
			Elect Margherita Della Valle	For
			Elect Mary Harris	For
			Elect Mehmood Khan	For
			Elect Nicandro Durante	For
			Elect Olivier Bohuon	For
			Elect Pamela J. Kirby	For
			Elect Tamara Ingram	For
			Final Dividend	For
			Remuneration Report	For
Redcare Pharmacy N.V.	26.04.2023	Netherlands	2023 Stock Option Plan	For
			Accounts and Reports	For
			Allocation of Losses	For
			Amendments to Articles Regarding the Company Name	For
			Appointment of Auditor	For
			Authority to Repurchase Shares	For
			Capital Proposal to Implement 2019 Equity Compensation Plan	Against
			Capital Proposal to Implement 2023 Stock Option Plan	For
			Elect Björn Söder to the Supervisory Board	For
			Elect Frank Köhler to the Supervisory Board	For
			Elect Jérôme Cochet to the Supervisory Board	For
			Elect Marc Fischer to the Management Board	For
			Elect Olaf Heinrich to the Management Board	For
			Elect Stephan Weber to the Management Board	For
			Elect Theresa Holler to the Management Board	For
			Ratification of Management Board Acts	For
			Ratification of Stefan Feltens' Management Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Supervisory Board Remuneration Policy	For
Regions Financial Corp.	19.04.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Charles D. McCrary	Against
			Elect J. Thomas Hill	For
			Elect James T. Prokopanko	For

			Elect John D. Johns	For
			Elect John M. Turner, Jr.	For
			Elect Joia M. Johnson	For
			Elect José S. Suquet	For
			Elect Lee J. Styslinger III	For
			Elect Mark A. Crosswhite	For
			Elect Noopur Davis	For
			Elect Ruth Ann Marshall	For
			Elect Timothy Vines	For
			Elect Zhanna Golodryga	Against
RELX Plc	20.04.2023	United Kingdom	Ratification of Auditor	Against
			Accounts and Reports	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Alistair Cox	For
			Elect Andrew J. Sukawaty	For
			Elect Charlotte Hogg	For
			Elect Erik Engstrom	For
			Elect June Felix	For
			Elect Marike van Lier Lels	For
			Elect Nicholas Luff	For
			Elect Paul A. Walker	For
			Elect Robert J. MacLeod	For
			Elect Suzanne Wood	For
			Employee Incentive Plan	For
			Employee Share Purchase Plan	For
			Final Dividend	For
			Long-Term Incentive Plan	For
			Remuneration Policy	For
			Remuneration Report	For
			Share Issue Plan	For
Rentokil Initial plc	10.05.2023	United Kingdom	Accounts and Reports	For
			Adoption of New Articles	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Deferred Bonus Plan	For
			Elect Andy Ransom	For
			Elect Cathy Turner	For
			Elect David J. Frear	For
			Elect John Pettigrew	For
			Elect Linda Yueh	For
			Elect Richard Solomons	Against
			Elect Sally Johnson	For
			Elect Sarosh Mistry	For
			Elect Stuart Ingall-Tombs	For
			Employee Incentive Plan	For
			Final Dividend	For
			Remuneration Report	For
Republic Services, Inc.	12.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Brian S. Tyler	For
			Elect James P. Sneer	Against
			Elect Jennifer M. Kirk	Against
			Elect Jon Vander Ark	For
			Elect Katharine B. Weymouth	For
			Elect Manuel Kadre	Against
			Elect Michael A. Duffy	For
			Elect Michael Larson	Against
			Elect Sandra M. Volpe	Against
			Elect Thomas W. Handley	Against
			Elect Tomago Collins	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Rheinmetall AG	09.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual Meetings)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	For
Rhoen-Klinikum AG	07.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Ratify Berndt Giewing	For
			Ratify Christian Hoeffberger	For
			Ratify Christine Reissner	Against
			Ratify Cornelia Suelke	Against
			Ratify Georg Schulze	Against
			Ratify Gunther Weiss	For
			Ratify Hafid Rifi	Against
			Ratify Imrtraut Guerkan	Against
			Ratify Jan Liersch	Against
			Ratify Julia Dannath-Schuh	Against
			Ratify Kai Hankeln	Against
			Ratify Leopold Eberhart	Against
			Ratify Marco Walker	Against
			Ratify Martin Mandewirth	Against
			Ratify Nicole Damani	Against
			Ratify Oliver Salomon	Against
			Ratify Peter Berghoefter	Against
			Ratify Peter Ducky	Against
			Ratify Regina Dickey	Against
			Ratify Stefan Stranz	For
			Ratify Thomas Pillukat	Against
			Ratify Tobias Kaltenbach	For
			Remuneration Report	Against
Robert Half Inc	17.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Dirk A. Kempthorne	Against
			Elect Fredrick A. Richman	Against
			Elect Harold M. Messmer, Jr.	Against
			Elect Julia L. Coronado	Against
			Elect M. Keith Waddeil	For
			Elect Marc H. Morial	Against
			Elect Marnie H. Wilking	Against
			Elect Robert J. Pace	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Rockwell Automation Inc	07.02.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Donald R. Parflet	For
			Elect Pam Murphy	For
			Elect Robert W. Soderbery	For
			Elect William P. Gipson	Withhold
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Rockwool AS	29.03.2023	Denmark	Accounts and Reports; Ratification of Board and Management acts	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Authority to Repurchase Shares	For
			Charitable Donations	For
			Directors' Fees	For
			Elect Carsten Kähler	For
			Elect Ilse Henne	For
			Elect Jes Munk Hansen	For
			Elect Jørgen Tang Jensen	For
			Elect Rebekka Glasser Herlofson	For
			Elect Thomas Kähler	Against
			Remuneration Report	For
Royal Bank of Canada	05.04.2023	Canada	Advisory Vote on Executive Compensation	For
			Amendment to By-Laws	For
			Amendment to the Stock Option Plan	For

			Appointment of Auditor	For
			Elect Andrew A. Chisholm	For
			Elect Bridget A. van Kralingen	For
			Elect Cynthia Devine	For
			Elect David I. McKay	For
			Elect Frank Vettese	For
			Elect Jacynthe Côté	Against
			Elect Jeffrey W. Yabuki	For
			Elect Maryann Turcke	For
			Elect Mirko Bibic	For
			Elect Roberta Jamieson	For
			Elect Thierry Vandal	For
			Elect Toos N. Daruvala	For
			Shareholder Proposal Regarding Absolute Greenhouse Gas Reduction Targets	For
			Shareholder Proposal Regarding Fossil Fuel Financing Policy	Against
			Shareholder Proposal Regarding Free, Prior, and Informed Consent	Against
			Shareholder Proposal Regarding Pay Ratio Disclosure	Against
			Shareholder Proposal Regarding Racial Equity Audit	For
			Shareholder Proposal Regarding Reporting Circular Economy Loans	For
			Shareholder Proposal Regarding Say on Climate	Against
			Shareholder Proposal Regarding TCFD Reporting for M&A and Direct Lending	Against
Royalty Pharma plc	22.06.2023	United Kingdom	Accounts and Reports	For
			Advisory Vote on Executive Compensation	Against
			Authority to Set U.K. Auditor's Fees	For
			Elect Bonnie L. Bassler	For
			Elect Catherine Engelbert	For
			Elect David C. Hodgson	Against
			Elect Errol B. De Souza	Against
			Elect Gregory Norden	Against
			Elect Henry A. Fernandez	Against
			Elect Mario G. Giuliani	For
			Elect Pablo Legorreta	For
			Elect Rory B. Riggs	For
			Elect Ted W. Love	Against
			Ratification of Auditor	For
			Reappointment of U.K. Statutory Auditor	For
			Remuneration Report	Against
RTL Group	26.04.2023	Luxembourg	Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor	For
			Consolidated Accounts and Reports	For
			Elect Alexander von Torklus to the Board of Directors	For
			Elect Carsten Coesfeld to the Board of Directors	For
			Non-Executive Directors' Fees	For
			Ratification of Auditors' Fees	For
			Ratification of Board Acts	Against
			Remuneration Report	Against
RWE AG	04.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Meeting)	For
			Appointment of Auditor	For
			Appointment of Auditor for Interim Statements	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Authority to Repurchase and Reissue Shares	For
			Increase in Authorised Capital	For
			Ratify Andreas Wagner	For
			Ratify Dagmar Paasch	For
			Ratify Dirk Schumacher	For
			Ratify Erhard Schipporeit	For
			Ratify Hans Bünning	For
			Ratify Hans-Peter Keitel	For
			Ratify Harald Louis	For
			Ratify Hauke Stars	For
			Ratify Helle Valentin	For
			Ratify Marion Weckes	For
			Ratify Markus Krebber	For
			Ratify Matthias Dürbaum	For
			Ratify Michael Bochinsky	For
			Ratify Michael Müller	For
			Ratify Monika Kircher	For
			Ratify Ralf Sikorski	For
			Ratify Reiner van Limbeck	For
			Ratify Sandra Bossmeyer	For
			Ratify Thomas Kufen	For
			Ratify Ullrich Sierau	For
			Ratify Ute Gerbaulet	For
			Ratify Werner Brandt	For
			Ratify Zvezdana Seeger	For
			Remuneration Report	For
S&P Global Inc	03.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Deborah D. McWhinney	For
			Elect Douglas L. Peterson	For
			Elect Gay Huey Evans	For
			Elect Gregory Washington	For
			Elect Ian P. Livingston	For
			Elect Jacques Esculier	For
			Elect Marco Alverà	For
			Elect Maria R. Morris	For
			Elect Rebecca Jacoby	For
			Elect Richard E. Thornburgh	For
			Elect Robert P. Kelly	For
			Elect Stephanie C. Hill	For
			Elect William D. Green	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Salesforce Inc	08.06.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2013 Equity Incentive Plan	For
			Elect Arnold W. Donald	For
			Elect Craig A. Conway	For
			Elect G. Mason Morfit	For
			Elect John V. Roos	For
			Elect Laura Alber	For
			Elect Marc R. Benioff	For
			Elect Maynard G. Webb	For
			Elect Neelie Kroes	For
			Elect Oscar Munoz	For
			Elect Parker Harris	For
			Elect Robin L. Washington	For
			Elect Sachin Mehra	For
			Elect Susan D. Wojcicki	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Against
			Shareholder Proposal Regarding Independent Chair	Against
Salzgitter AG	25.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual General Meeting)	Abstain
			Appointment of Auditor	Abstain
			Elect Bernd Drouven	For
			Elect Frank Klingebiel	For
			Elect Gerald Heere	For
			Elect Heinz Kreuzer	For
			Elect Heinz-Gerhard Wente	For
			Elect Joachim Schindler	For
			Elect Karin Hardekopf	For
			Elect Klaus Papenburg	For
			Elect Susanna Zapreva-Hennerbichler	For
			Elect Susanne Knorre	For
			Elect Ulrike Brozki	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Sap SE	11.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Elect Jennifer Xin-zhe Li	For
			Elect Punit Renjen	For
			Elect Qi Lu	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For

			Remuneration Report	Abstain
			Supervisory Board Remuneration Policy	For
SBA Communications Corp.	25.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Amy E. Wilson	For
			Elect Laurie Bowen	For
			Elect Steven E. Bernstein	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
Schneider Electric SE	04.05.2023	France	Ratification of Auditor	Against
			2022 Remuneration of Jean-Pascal Tricoire, Chair and CEO	Against
			2022 Remuneration Report	For
			2023 Directors' Fees	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy, CEO (From May 4, 2023)	For
			2023 Remuneration Policy, Chair (From May 4, 2023)	For
			2023 Remuneration Policy, Chair and CEO (Until May 3, 2023)	For
			Accounts and Reports: Non Tax-Deductible Expenses	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Consideration for Contributions in Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Shares and Convertible Debt Through Private Placement	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Abhay Parasnis	For
			Elect Giulia Chierchia	For
			Elect Gregory M. Spierkel	For
			Elect Léo Apotheker	For
			Elect Lip-Bu Tan	For
			Employee Stock Purchase Plan	For
			Greenshoe	For
			Opinion on Climate Strategy Strategy	For
			Special Auditors Report on Regulated Agreements	For
			Stock Purchase Plan for Overseas Employees	For
Schweizer Electronic AG	27.06.2023	Germany	Amendments to Articles (Elections)	For
			Amendments to Articles (Miscellaneous)	For
			Amendments to Articles (Share Register)	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Andreas Schumacher as Supervisory Board Member	For
			Ratify Chris Chuan Pin Wu	For
			Ratify Christoph Schweizer	For
			Ratify Harald Marquardt	For
			Ratify Jürgen Kammerer	For
			Ratify Marc Bunz	For
			Ratify Nicolas-Fabian Schweizer	For
			Ratify Petra Gaiselmann	For
			Ratify Stefan Kraus	For
			Ratify Stephan Zizala	For
			Remuneration Report	Against
Scout24 SE	22.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Share Register)	For
			Amendments to Articles (Virtual AGM And Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Elect Maya Miteva	For
			Elect Sohalia Ouffata	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
Secunet Security Networks AG	31.05.2023	Germany	Remuneration Report	Abstain
			Allocation of Dividends	For
			Amendments to Articles (Virtual General Meeting)	Against
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	For
			Ratification of Management Board Acts	Against
			Ratification of Supervisory Board Acts	Against
ServiceNow Inc	01.06.2023	United States	Remuneration Report	Against
			Advisory Vote on Executive Compensation	Against
			Amendment to the 2021 Equity Incentive Plan	For
			Elect Anita M. Sands	For
			Elect Deborah Black	For
			Elect Frederic B. Luddy	For
			Elect Jeffrey A. Miller	For
			Elect Jonathan C. Chadwick	Against
			Elect Joseph Quinlan	For
			Elect Lawrence J. Jackson, Jr.	For
			Elect Paul E. Chamberlain	For
			Elect Susan L. Bostrom	Against
			Elect Teresa Briggs	Against
			Elect William R. McDermott	Against
Sieghried Holding AG	20.04.2023	Switzerland	Ratification of Auditor	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Appoint Andreas Casutt as Board Chair	For
			Appointment of Auditor	Against
			Appointment of Independent Proxy	For
			Approval of a Capital Bond	For
			Board Compensation	For
			Cancellation of Shares and Reduction in Share Capital	For
			Compensation Report	For
			Elect Alexandra Brand	For
			Elect Andreas Casutt	For
			Elect Beat Walti	For
			Elect Etodie Cingari	For
			Elect Isabelle Weltton	For
			Elect Martin Schmid	For
			Elect Wolfram Carius	For
			Executive Compensation (Fixed)	For
			Executive Compensation (Long-Term Variable)	For
			Executive Compensation (Short-Term Variable)	For
			Ratification of Board and Management Acts	For
Siemens AG	09.02.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Share Register)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor	For
			Elect Benoit Potier	For
			Elect Keryn Lee James	For
			Elect Martina Mierz	Against
			Elect Matthias Zachert	For
			Elect Nathalie von Siemens	For
			Elect Regina E. Dugan	For
			Elect Werner Brandt	For
			Ratify Andrea Fehrmann	For
			Ratify Benoit Potier	For
			Ratify Bettina Haller	For
			Ratify Birgit Steinborn	For
			Ratify Cedrik Neike	For
			Ratify Dorothea Simon	For
			Ratify Grazia Vittadini	For
			Ratify Gunnar Zukunft	For
			Ratify Hagen Reimer	For
			Ratify Harald Kern	For
			Ratify Jim Hagemann Snabe	For
			Ratify Judith Wiese	For
			Ratify Jürgen Kerner	For
			Ratify Kasper Rørsted	For
			Ratify Matthias Rebellius	For
			Ratify Matthias Zachert	For
			Ratify Michael Diekmann	For
			Ratify Michael Sigmund	For
			Ratify Nathalie von Siemens	For
			Ratify Nemat Shafik	For
			Ratify Norbert Reithofer	For
			Ratify Ralf P. Thomas	For
			Ratify Roland Busch	For

			Ratify Tobias Bäumer	For
			Ratify Werner Brandt	For
			Remuneration Report	For
Siemens Energy AG	07.02.2023	Germany	Allocation of Profits	For
			Amendments to Articles (AGM Attendance of Supervisory Board Members)	Abstain
			Amendments to Articles (Sustainability and Finance Committee)	For
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Increase in Authorised Capital	Against
			Ratify Andrea Fehrmann	For
			Ratify Andreas Feldmüller	For
			Ratify Christian Bruch	For
			Ratify Christine Bortenlänger	For
			Ratify Geisha Jimenez Williams	For
			Ratify Günter Augustat	For
			Ratify Hagen Reimer	For
			Ratify Hildegard Müller	For
			Ratify Horst Hakelberg	For
			Ratify Hubert Lienhard	For
			Ratify Jochen Eickholt	For
			Ratify Joe Kaeser	For
			Ratify Jürgen Kerner	For
			Ratify Karim Amin	For
			Ratify Laurence Mulliez	For
			Ratify Manfred Bäreis	For
			Ratify Manuel Bloemers	For
			Ratify Maria Ferraro	For
			Ratify Matthias Rebellius	For
			Ratify Nadine Florian	For
			Ratify Ralf P. Thomas	For
			Ratify Randy Zwirn	For
			Ratify Robert Kensbock	For
			Ratify Rüdiger Groß	For
			Ratify Sigmar Gabriel	For
			Ratify Thomas Pfann	For
			Ratify Tim Oliver Holt	For
			Remuneration Report	For
Siemens Healthineers AG	15.02.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Article §14(6)	Abstain
			Amendments to Article §14(7)	Abstain
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Approval of Profit-and-Loss Transfer Agreements	For
			Elect Dow R. Wilson	Against
			Elect Karl-Heinz Streibich	For
			Elect Marion Helmes	For
			Elect Nathalie von Siemens	Against
			Elect Peter Körte	Against
			Elect Ralf P. Thomas	Against
			Elect Sarena S. Lin	For
			Elect Veronika Bienert	Against
			Ratify Andreas Hoffmann	For
			Ratify Bernhard Montag	For
			Ratify Christoph Zindel	For
			Ratify Darleen Caron	For
			Ratify Elisabeth Staudinger-Leibrecht	For
			Ratify Gregory Sorensen	For
			Ratify Jochen Schmitz	For
			Ratify Karl-Heinz Streibich	For
			Ratify Marion Helmes	For
			Ratify Nathalie von Siemens	For
			Ratify Norbert Gaus	For
			Ratify Peer Schatz	For
			Ratify Philipp Roesler	For
			Ratify Ralf P. Thomas	For
			Ratify Roland Busch	For
			Remuneration Report	For
Siltronic AG	05.05.2023	Germany	Supervisory Board Remuneration Policy	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Hermann Gerlinger	Against
			Elect Jos P. H. Benschop	For
			Elect Mariella Röhm-Kottmann	For
			Elect Michael Hunkel	For
			Elect Sieglinde Feist	For
			Elect Tobias Ohler	For
			Management Board Remuneration Policy	For
			Ratification of Management Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Supervisory Board Remuneration Policy	For
Simona AG	02.06.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Sixt SE	23.05.2023	Germany	Allocation of Dividends	Abstain
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual General Meeting)	Against
			Appointment of Auditor	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratify Anna Magdalena Kamenetzky-Wetzel	Against
			Ratify Daniel Terberger	Against
			Ratify Erich Sixt	Against
			Ratify Julian zu Putlitz	Against
			Remuneration Report	Against
SM Wirtschaftsberatungs AG	20.09.2023	Germany	Allocation of Profits/Dividends	Against
			Appointment of Auditor	For
			Elect Florian Femer	Against
			Elect Matthias Breucker	Against
			Elect Reinhard Voss	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Supervisory Board Remuneration Policy	For
Sma Solar Technology	24.05.2023	Germany	Allocation of Profits	For
			Amendments to Articles (Virtual Meetings and Participation)	Against
			Appointment of Auditor	For
			Increase in Authorised Capital	For
			Management Board Remuneration Policy	Against
			Ratify Alexa Hergenrother	For
			Ratify Barbara Gregor	For
			Ratify Ilonka Nussbaumer	For
			Ratify Jan Henrik Supady	For
			Ratify Johannes Häde	For
			Ratify Jürgen Reinert	For
			Ratify Kim Fausing	For
			Ratify Martin Breul	For
			Ratify Matthias Victor	For
			Ratify Oliver Dietzel	For
			Ratify Roland Bent	For
			Ratify Romy Siebert	For
			Ratify Thomas Fixa	For
			Ratify Ulrich Hadding	For
			Ratify Uwe Kleinkauf	For
			Ratify Yvonne Siebert	For
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Smartsheet Inc	16.06.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Geoffrey T. Barker	For
			Elect James N. White	Withhold
			Elect Matthew McIlwain	For
			Ratification of Auditor	For
Smith (DS) plc	05.09.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For

			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Alan Johnson	For
			Elect Alina Kessel	For
			Elect Celia Baxter	For
			Elect David Robbie	For
			Elect Eric C. Olsen	For
			Elect Geoff Drabble	For
			Elect Louise Smalley	For
			Elect Miles W. Roberts	For
			Elect Richard Pike	For
			Final Dividend	For
			Remuneration Policy	Against
			Remuneration Report	Against
Smurfit Kappa Group Plc	28.04.2023	Ireland	Accounts and Reports	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Anne Anderson	For
			Elect Anthony Smurfit	For
			Elect Carol Fairweather	For
			Elect Frits Beurskens	For
			Elect Irial Finan	For
			Elect James A. Lawrence	For
			Elect Jørgen Buhl Rasmussen	For
			Elect Kaisa Hietala	For
			Elect Ken Bowles	For
			Elect Lourdes Melgar	For
			Elect Mary Lynn Ferguson-McHugh	For
			Final Dividend	For
			Remuneration Report	Against
Software AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
SolarEdge Technologies Inc	01.06.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to Articles to Add Federal Forum Selection Clause	Against
			Elect Marcel Gani	For
			Elect Tal Payne	For
			Elimination of Supermajority Requirement	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Repeal of Classified Board	For
Sonic Healthcare	16.11.2023	Australia	Approval of the Employee Option Plan	Against
			Approval of the Performance Rights Plan	Against
			Equity Grant (Finance Director and CFO Chris Wilks)	For
			Equity Grant (MD/CEO Colin Goldschmidt)	For
			Re-elect Christopher D. Wilks	For
			Re-elect Mark R. Compton	Against
			Re-elect Neville J. Mitchell	For
			Re-elect Suzanne Crowe	For
			Remuneration Report	For
Sonova Holding AG	12.06.2023	Switzerland	Renew Proportional Takeover Provisions	For
			Accounts and Reports	For
			Allocation of Dividends	For
			Amendment to Company Purpose	For
			Amendments to Articles (Board of Directors and Management Board)	For
			Amendments to Articles (Committee Composition)	For
			Amendments to Articles (General Meetings)	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Appointment of Independent Proxy	For
			Approval of a Capital Band	For
			Board Compensation	For
			Cancellation of Shares and Reduction in Share Capital	For
			Compensation Report	For
			Elect Adrian Widmer	For
			Elect Gregory Behar	For
			Elect Julie Tay	For
			Elect Julie Tay as Nominating and Compensation Committee Member	For
			Elect Lukas Braunschweiler	For
			Elect Lukas Braunschweiler as Nominating and Compensation Committee Member	For
			Elect Lynn Dorsey Bleil	For
			Elect Robert F. Spodery	For
			Elect Roland Diggelmann	For
			Elect Roland Diggelmann as Nominating and Compensation Committee Member	For
			Elect Ronald van der Vis	For
			Elect Stacy Enxing Seng	For
			Elect Stacy Enxing Seng as Nominating and Compensation Committee Member	For
			Executive Compensation	For
			Ratification of Board and Management Acts	For
			Transaction of Other Business	Against
ST Microelectronics	24.05.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Authority to Issue Shares w/ or w/o Preemptive Rights	For
			Authority to Repurchase Shares	For
			Elect Ana de Pro Gonzalo to the Supervisory Board	For
			Elect Frédéric Sanchez to the Supervisory Board	For
			Elect Hélène Vietter-van Dort to the Supervisory Board	For
			Elect Maurizio Tamagnini to the Supervisory Board	Against
			Elect Paolo Visca to the Supervisory Board	For
			Elect Yann Delabrière to the Supervisory Board	For
			Equity Grant - CEO	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Stabilus SE	15.02.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Virtual Meetings)	Against
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Elect Dirk Linzmeier	For
			Elect Joachim Rauhut	For
			Elect Ralf-Michael Fuchs	For
			Elect Stephan Kessel	Against
			Increase in Authorised Capital	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Policy	For
			Remuneration Report	For
State Street Corp.	17.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the 2017 Stock Incentive Plan	For
			Elect Amella C. Fawcett	For
			Elect Donna DeMaio	For
			Elect Gregory L. Summe	For
			Elect John B. Rhea	For
			Elect Julio A. Portalatin	For
			Elect Marie A. Chandola	For
			Elect Patrick de Saint-Aignan	For
			Elect Ronald P. O'Hanley	For
			Elect Sara Mathew	For
			Elect Sean O'Sullivan	For
			Elect William C. Freda	For
			Elect William L. Meaney	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Report on Conflict of Interest	Against
Stellantis N.V.	13.04.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor (FY2023)	For
			Appointment of Auditor (FY2024)	For



			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Cancellation of Shares	For
			Elect Benoît Ribadeau-Dumas to the Board of Directors	For
			Ratification of Board Acts	Abstain
			Remuneration Policy	For
			Remuneration Report (Pre-Merger Legacy Matter)	Against
			Remuneration Report Excluding Pre-Merger Legacy Matters	Against
Steris Plc	27.07.2023	Ireland	Advisory Vote on Executive Compensation	For
			Appointment of Statutory Auditor	Against
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Set Statutory Auditor's Fees	For
			Elect Christopher S. Holland	For
			Elect Cynthia L. Feldmann	Against
			Elect Daniel A. Carestio	For
			Elect Esther M. Alegria	For
			Elect Jacqueline B. Kosecoff	For
			Elect Mohsen M. Sohi	Against
			Elect Nirav R. Shah	For
			Elect Paul E. Martin	For
			Elect Richard C. Breeden	For
			Elect Richard M. Steeves	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	Unvoted
			Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Unvoted
Stora Enso Oyj	16.03.2023	Finland	Ratification of Auditor	Against
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ or w/o Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Board Size	For
			Directors' Fees	For
			Election of Directors	For
			Ratification of Board and CEO Acts	For
			Remuneration Report	For
Straumann Holding AG	05.04.2023	Switzerland	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Corporate Purpose)	For
			Amendments to Articles (Editorial Amendments)	For
			Amendments to Articles (Executive Compensation and Mandates)	For
			Amendments to Articles (Legal Amendments)	For
			Amendments to Articles (Shareholder Rights)	For
			Amendments to Articles (Virtual General Meeting)	For
			Appointment of Auditor	For
			Appointment of Independent Proxy	For
			Board Compensation	For
			Compensation Report	Against
			Elect Gilbert Achermann as Board Chair	Against
			Elect Juan-José Gonzalez	For
			Elect Marco Gadola	Against
			Elect Marco Gadola as Nominating and Compensation Committee Member	Against
			Elect Nadia Tarolli Schmidt	For
			Elect Nadia Tarolli Schmidt as Nominating and Compensation Committee Member	For
			Elect Olivier A. Filliol	For
			Elect Petra Rumpf	For
			Elect Regula Wallimann	For
			Elect Regula Wallimann as Nominating and Compensation Committee Member	For
			Elect Thomas Straumann	For
			Executive Compensation (Fixed)	For
			Executive Compensation (Long-Term)	For
			Executive Compensation (Short-Term)	For
			Ratification of Board and Management Acts	For
Stroer SE & Co. KGaA	05.07.2023	Germany	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Meetings)	For
			Appointment of Auditor	For
			Elect Barbara Liese-Bloch	For
			Elect Karl-Georg Altenburg	For
			Elect Stephan Eilers	For
			Ratification of General Partner Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Stock Option Plan	Against
Sun Life Financial, Inc.	11.05.2023	Canada	Advisory Vote on Executive Compensation	For
			Appointment of Auditor	Against
			Elect Ashok K. Gupta	For
			Elect Barbara G. Szymiest	For
			Elect David H. Y. Ho	For
			Elect Deepak Chopra	For
			Elect Helen Malloy Hicks	For
			Elect Joseph M. Natale	For
			Elect Kevin D. Strain	For
			Elect Laurie G. Hylton	For
			Elect M. Marianne Harris	For
			Elect Marie-Lucie Morin	For
			Elect Scott F. Powers	Against
			Elect Stephanie Coyles	For
			Shareholder Proposal Regarding Report on Health Impacts from Investments in Fossil Fuels	Against
Sunnova Energy International Inc	17.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Michael C. Morgan	For
			Elect Rahman D'Argenio	For
			Elect William J. Berger	For
			Ratification of Auditor	For
SUSS MicroTec SE	31.05.2023	Germany	Allocation of Dividends	For
			Amendment to Articles (Supervisory Board Remuneration Schedule)	For
			Amendments to Articles (Virtual AGM)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Increase in Authorised Capital	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Svenska Handelsbanken AB (publ)	22.03.2023	Sweden	Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Appointment of Special Auditor	For
			Authority to Issue Shares w or w/o Preemptive Rights (Contingent Convertible Securities)	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Trade in Company Stock	For
			Board Size	For
			Directors and Auditors' Fees	For
			Elect Aja Taavemku	For
			Elect Carina Åkerström	For
			Elect Fredrik Lundberg	Against
			Elect Hans Björck	For
			Elect Héléne Barnekow	For
			Elect Jon Fredrik Baksaas	For
			Elect Kerstin Hessius	For
			Elect Pia Boman	Against
			Elect Pia Boman as Chair	Against
			Elect Stina Bergfors	For
			Elect Ulf Riese	For
			Number of Auditors	For
			Ratification of Board and CEO Acts	For
			Remuneration Report	Against
			Shareholder Proposal Regarding Company's IT Management	Against
			Shareholder Proposal Regarding formation of an integration institute	Against
Swiss Re Ltd	12.04.2023	Switzerland	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (Miscellaneous)	For
			Amendments to Articles (Capital Structure): Approval of a Capital Band	For
			Amendments to Articles (General Meeting)	For
			Appointment of Auditor	For

			Appointment of Independent Proxy	For
			Board Compensation	For
			Compensation Report	For
			Elect Deanna Ong	For
			Elect Deanna Ong as Compensation Committee Member	For
			Elect Jacques de Vauleroy	For
			Elect Jacques de Vauleroy as Compensation Committee Member	For
			Elect Jay Ralph	For
			Elect Jay Ralph as Compensation Committee Member	For
			Elect Joachim Oechslin	For
			Elect Jörg Reinhardt	For
			Elect Jörg Reinhardt as Compensation Committee Member	For
			Elect Karen Gavan	For
			Elect Karen Gavan as Compensation Committee Member	For
			Elect Larry D. Zimbleman	For
			Elect Paul Tucker	For
			Elect Phillip K. Ryan	For
			Elect Pia Tischhauser	For
			Elect Sergio Ermotti as Board Chair	For
			Elect Vanessa Lau	For
			Executive Compensation (Fixed and Long-Term Variable)	For
			Executive Compensation (Short-Term Variable)	For
			Ratification of Board Acts	For
Symrise AG	10.05.2023	Germany	Allocation of Dividends	For
			Appointment of Auditor	Abstain
			Elect Jan Zijderveld as Supervisory Board Member	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Synlab AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual General Meetings)	Against
			Amendments to Corporate Purpose	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Elect Alexander F.S. Leslie as Supervisory Board Member	Against
			Increase in Authorised Capital	Against
			Ratification of Management Board Acts	Against
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	For
Synopsys, Inc.	12.04.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to the 2006 Employee Equity Incentive Plan	For
			Elect Aart J. de Geus	For
			Elect Bruce R. Chizen	For
			Elect Janice D. Chaffin	Against
			Elect Jeannine P. Sargent	For
			Elect John G. Schwarz	For
			Elect Luis A. Borgen	For
			Elect Marc N. Casper	Against
			Elect Mercedes Johnson	Against
			Elect Roy A. Vallee	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Symx Corporation	23.06.2023	Japan	Shareholder Proposal Regarding Right to Call Special Meetings	For
			Allocation of Profits/Dividends	For
			Elect Hidekazu Fukumoto	For
			Elect Hisashi Ietsugu	For
			Elect Iwane Matsui	For
			Elect Kaoru Asano	For
			Elect Kazuo Ota	For
			Elect Kenji Tachibana	For
			Elect Koichi Onishi as Alternate Audit Committee Director	For
			Elect Masayo Takahashi	For
			Elect Takashi Ono	For
			Elect Tomokazu Yoshida	For
T. Rowe Price Assoc. Inc.	09.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Approval of Restated 1986 Employee Stock Purchase Plan	For
			Elect Alan D. Wilson	Against
			Elect Dina Duldion	For
			Elect Eileen P. Rominger	For
			Elect Freeman A. Hrabowski III	Against
			Elect Glenn R. August	Against
			Elect Mark S. Bartlett	For
			Elect Robert F. MacLellan	For
			Elect Robert J. Stevens	Against
			Elect Robert W. Sharps	For
			Elect Sandra S. Wijenberg	For
			Elect William J. Stromberg	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
TAG Immobilien AG	16.05.2023	Germany	Allocation of Profits	For
			Amendments to Articles (Shareholder Meetings)	Against
			Amendments to Articles (Various)	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
			Authority to Repurchase and Reissue Shares	For
			Elect Kristin Wellner	For
			Elect Olaf Borkers	For
			Elect Philipp K. Wagner	For
			Elect Rolf Eiget	Against
			Increase in Authorised Capital	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Talanx AG	04.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Angela Titzrath	Against
			Elect Christof Günther	Against
			Elect Dirk Lohmann	Against
			Elect Herbert K. Haas	Against
			Elect Hermann Jung	Against
			Elect Joachim Brenk as Member and Board Chair	Against
			Elect Norbert Steiner	Against
			Elect Sandra Reich	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
TE Connectivity Ltd	15.03.2023	Switzerland	Advisory Vote on Executive Compensation	Against
			Allocation of Profits	For
			Appoint Thomas J. Lynch as Board Chair	For
			Appointment of Auditor	For
			Appointment of Independent Proxy	For
			Appointment of Special Auditor	For
			Appointment of Swiss Registered Auditor	For
			Approval of a Capital Bond	For
			Approval of Annual Report and Financial Statements	For
			Approval of Consolidated Financial Statements	For
			Approval of Statutory Financial Statements	For
			Approval of Swiss Statutory Compensation Report	Against
			Authority to Repurchase Shares	For
			Board Compensation	For
			Cancellation of Shares and Reduction in Share Capital	For
			Dividend from Reserves	For
			Elect Abhijit Y. Talwalkar	For
			Elect Abhijit Y. Talwalkar as Management Development and Compensation Committee Member	For
			Elect Carol A. Davidson	For
			Elect Dawn C. Willoughby	For
			Elect Dawn C. Willoughby as Management Development and Compensation Committee Member	For
			Elect Heath A. Mitts	Against
			Elect Jean-Pierre Clamadieu	For
			Elect Laura H. Wright	For
			Elect Lynn A. Dugle	For
			Elect Mark C. Trudeau	For
			Elect Mark C. Trudeau as Management Development and Compensation Committee Member	For
			Elect Shirley LIN Syaru	For
			Elect Terrence R. Curtin	For

			Elect Thomas J. Lynch	For
			Elect William A. Jeffrey	For
			Executive Compensation	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Board and Management Acts	For
TeamViewer SE	24.05.2023	Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Elect Abraham Peled	For
			Elect Axel Salzmann	Against
			Elect Christina M. Stercken	For
			Elect Jörg Rockenhäuser	For
			Elect Ralf W. Dieter	For
			Elect Stefan Dziarski	For
			Elect Swantje Conrad	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	Abstain
			Ratification of Supervisory Board Acts	Abstain
			Remuneration Report	For
			Supervisory Board Size	For
Teleflex Incorporated	05.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Approval of the 2023 Stock Incentive Plan	For
			Elect Gretchen R. Haggerty	For
			Elect Jaewon Ryu	For
			Elect Liam J. Kelly	For
			Elimination of Supermajority Requirements	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Right to Call Special Meetings	For
Telefonica Deutschland Holding AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor for FY 2023	For
			Appointment of Auditor for Interim Statements until 2024 AGM	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Teleperformance	13.04.2023	France	2022 Remuneration of Daniel Julien, Chair and CEO	Against
			2022 Remuneration of Olivier Rigaudy, Deputy CEO	Against
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (Chair and CEO)	Against
			2023 Remuneration Policy (Deputy CEO)	Against
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor (Deloitte)	Against
			Appointment of Auditor (PricewaterhouseCoopers)	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Consideration for Contributions In Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Angela Maria Sierra-Moreno	For
			Elect Bhugender Singh	For
			Elect Christobel E. Selecky	For
			Elect Jean Guez	For
			Elect Varun Bery	For
			Special Auditors Report on Regulated Agreements	For
TELUS Corp.	04.05.2023	Canada	Advisory Vote on Executive Compensation	For
			Amendment to Performance Share Unit Plan	For
			Amendment to Restricted Share Unit Plan	For
			Appointment of Auditor and Authority to Set Fees	Withhold
			Elect Christine Magee	For
			Elect Darren Entwistle	For
			Elect David Mowat	For
			Elect Denise Pickett	For
			Elect Hazel Claxton	For
			Elect John P. Mansley	Withhold
			Elect Kathy Kinloch	For
			Elect Lisa de Wilde	For
			Elect Marc Parent	For
			Elect Mary Jo Haddad	For
			Elect Raymond T. Chan	For
			Elect Thomas E. Flynn	For
			Elect Victor G. Dodig	For
			Elect W. Sean Willy	For
Terumo Corporation	27.06.2023	Japan	Allocation of Profits/Dividends	For
			Amendments to Articles	For
			Elect Hidenori Nishi	For
			Elect Kazunori Hirose	For
			Elect Keiya Ozawa	For
			Elect Koichi Sakaguchi as Alternate Audit Committee Director	For
			Elect Masaichi Nakamura	For
			Elect Norimasa Kunimoto	For
			Elect Shinjiro Sato	For
			Elect Shoji Hatano	For
			Elect Soichiro Uno	For
			Elect Takaoi Shibasaki	Against
			Elect Toshiaki Takagi	For
			Elect Yukiko Kuroda @ Yukiko Matsumoto	For
Thermo Fisher Scientific Inc.	24.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Amendment to the 2013 Stock Incentive Plan	For
			Approval of the 2023 Employee Stock Purchase Plan	For
			Elect C. Martin Harris	Against
			Elect Debora L. Spar	For
			Elect Dion J. Weisler	For
			Elect James C. Mullen	For
			Elect Lars R. Sørensen	Against
			Elect Marc N. Casper	For
			Elect Nelson J. Chai	Against
			Elect R. Alexandra Keith	Against
			Elect Ruby R. Chandry	For
			Elect Scott M. Sperling	For
			Elect Tyler Jacks	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
thyssenkrupp AG	03.02.2023	Germany	Ratification of Auditor	Against
			Allocation of Profits/Dividends	For
			Amendments to Articles (Virtual Meetings)	Abstain
			Appointment of Auditor	For
			Elect Angelika Gifford	For
			Elect Bernhard P. Günther	For
			Elect Birgit A. Behrendt	For
			Elect Ingo Luge	For
			Elect Patrick Berard	For
			Elect Siegfried Russwurm	For
			Elect Wolfgang Colberg	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Tokyo Electron Ltd	20.06.2023	Japan	Bonus	For
			Elect Kazushi Tahara	For
			Elect Makiko Eda	For
			Elect Michio Sasaki	For
			Elect Sachiko Ichikawa	For
			Elect Sadao Sasaki	For
			Elect Toshiki Kawai	For
			Elect Yoshikazu Nunokawa	For
			Elect Yutaka Nanasawa	For
			Equity Compensation Plan for Executive Officers	For
			Equity Compensation Plan for Inside directors	For
Tomtom NV	14.04.2023	Netherlands	Accounts and Reports	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Elect Taco Titulaer to the Management Board	For
			Management Board Investment Plan	Against

			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
TotalEnergies SE	26.05.2023	France	2022 Remuneration of Patrick Pouyanné, Chair and CEO	For
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (Chair and CEO)	For
			Accounts and Reports	For
			Allocation of Profits/Dividends	For
			Amendments to Articles Regarding the Suppression of Double Voting Rights	For
			Authority to Issue Performance Shares	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Anelise Lara	For
			Elect Dierk Paskert	For
			Elect Marie-Christine Coisne-Roquette	For
			Elect Mark Cutifani	For
			Employee Stock Purchase Plan	For
			Opinion on 2023 Sustainability and Climate Progress Report	For
			Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	For
			Special Auditors Report on Regulated Agreements	For
Trane Technologies plc	01.06.2023	Ireland	Advisory Vote on Executive Compensation	For
			Appointment of Auditor and Authority to Set Fees	Against
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Elect Ann C. Berzin	For
			Elect April Miller Boise	For
			Elect David S. Ragrany	For
			Elect Gary D. Forsee	Against
			Elect John A. Hayes	For
			Elect John P. Surma	Against
			Elect Kirk E. Arnold	For
			Elect Linda P. Hudson	For
			Elect Mark R. George	For
			Elect Melissa N. Schaeffer	For
			Elect Myles P. Lee	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Set the Price Range at which the Company can Re-Allot Treasury Shares	For
Traton SE	01.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM, Virtual AGM Participation of Supervisory Board Members, Composition of the Management Boards of Subsidiaries)	Against
			Appointment of Auditor	Abstain
			Appointment of Auditor for Interim Statements for Fiscal Year 2024	Abstain
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Authority to Repurchase Shares Using Equity Derivatives	For
			Elect Ödgård Andersson as Supervisory Board Member	For
			Increase in Authorised Capital	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Travelers Companies Inc.	24.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Approval of the 2023 Stock Incentive Plan	For
			Elect Alan D. Schnitzer	For
			Elect Alan L. Beller	For
			Elect Bridget A. van Kralingen	For
			Elect Clarence Otis, Jr.	For
			Elect Elizabeth E. Robinson	For
			Elect Janet M. Dolan	For
			Elect Laurie J. Thomsen	For
			Elect Patricia L. Higgins	For
			Elect Philip T. Ruegger III	For
			Elect Rafael Santana	For
			Elect Russell G. Golden	For
			Elect Thomas B. Leonard	For
			Elect Todd C. Schermerhorn	For
			Elect William J. Kane	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement	For
			Shareholder Proposal Regarding Fossil Fuel Underwriting Policy	Against
			Shareholder Proposal Regarding Insuring Law Enforcement	For
			Shareholder Proposal Regarding Racial Equity Audit	For
			Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Abstain
Unilever plc	03.05.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Adrian Hennah	For
			Elect Alan Jope	For
			Elect Andrea Jung	For
			Elect Felke Sijbesma	For
			Elect Graeme D. Pitkethly	For
			Elect Hein Schumacher	For
			Elect Judith Hartmann	For
			Elect Nelson Peltz	For
			Elect Nils Andersen	For
			Elect Ruby Lu	For
			Elect Strive T. Masiyiwa	For
			Elect Susan Kilsby	For
			Elect Youngme E. Moon	For
			Remuneration Report	Against
United Internet AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	Abstain
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Authority to Repurchase and Reissue Shares	For
			Elect Franca Ruhwedel as Supervisory Board Member	For
			Increase in Authorised Capital	Against
			Management Board Remuneration Policy	Against
			Ratification of Supervisory Board Acts	Against
			Ratify Martin Mildner	Abstain
			Ratify Ralf Dommermuth	Abstain
			Remuneration Report	Against
United Rentals, Inc.	04.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Bobby J. Griffin	Against
			Elect Francisco J. Lopez-Barboa	For
			Elect Gracia C. Martore	For
			Elect José B. Alvarez	Against
			Elect Kim Harris Jones	For
			Elect Larry D. De Shon	Against
			Elect Marc A. Bruno	Against
			Elect Matthew J. Flannery	For
			Elect Michael J. Kneeland	Against
			Elect Shiv Singh	Against
			Elect Terri L. Kelly	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Reduce Ownership Threshold to Initiate Written Consent	For
			Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Against
United Utilities Group PLC	21.07.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Alison Goligher	For
			Elect David Higgins	Against
			Elect Doug Webb	For
			Elect Kathleen Cates	For
			Elect Liam Butterworth	For
			Elect Louise Beardmore	For

			Elect Michael Lewis	For
			Elect Paulette Rowe	For
			Elect Phil Aspin	For
			Final Dividend	For
			Remuneration Report	For
Unitedhealth Group Inc	05.06.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Andrew Wittby	For
			Elect F. William McInabb, III	For
			Elect John H. Noseworthy	For
			Elect Kristen Gil	For
			Elect Michele J. Hooper	For
			Elect Paul R. Garcia	For
			Elect Stephen J. Hemsley	Against
			Elect Timothy P. Flynn	For
			Elect Valerie C. Montgomery Rice	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Racial Equity Audit	For
			Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against
			Shareholder Proposal Regarding Severance Approval Policy	For
USU Software AG	20.06.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Evidence of Share Ownership)	For
			Amendments to Articles (General Meeting Participation)	For
			Amendments to Articles (Virtual Meeting)	Against
			Appointment of Auditor	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Uzin Utz SE	16.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Virtual AGM and Supervisory Board Participation)	For
			Appointment of Auditor	For
			Elect Amelie Kluißmann	For
			Elect Michaela Aurenz Maldonado	For
			Elect Paul Hermann Bauder	For
			Elect Rainer Kögel	For
			Elect Timm Wiegmann	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Veganz Group AG	06.07.2023	Germany	Amendments to Articles (Financial Statements, Profit Appropriation)	Against
			Amendments to Articles (General Meeting Chair)	For
			Amendments to Articles (General Meeting Resolutions)	Against
			Amendments to Articles (Location of the General Meeting)	For
			Amendments to Articles (Supervisory Board Participation)	Against
			Amendments to Articles (Supervisory Board Resolutions)	For
			Amendments to Articles (Term of Office)	For
			Amendments to Articles (Virtual AGM)	For
			Amendments to Articles (Virtual and Hybrid Shareholder Meetings)	For
			Appointment of Auditor	For
			Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
			Elect Jens Pippig	For
			Elect Michael Durach	For
			Elect Roland Sieker	For
			Elect Ronny Gottschlich	For
			Increase in Authorised Capital	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Supervisory Board Remuneration Policy	For
			Supervisory Board Size	For
Ventas Inc	16.05.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Debra A. Cafaro	For
			Elect James D. Shelton	For
			Elect Marguerite M. Nader	For
			Elect Matthew J. Lustig	For
			Elect Maurice Smith	For
			Elect Melody C. Barnes	For
			Elect Michael J. Emblar	For
			Elect Roxanne M. Martino	For
			Elect Sean Nolan	For
			Elect Summit Roy	For
			Elect Walter C. Rakowich	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
Verbund AG	25.04.2023	Austria	Allocation of Dividends	For
			Appointment of Auditor	For
			Elect Christa Schlager	For
			Elect Jürgen Roth	For
			Elect Peter Weinelt	For
			Elect Stefan Szyzkowitz	For
			Management Board Remuneration Policy	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
			Supervisory Board Remuneration Policy	For
Verisk Analytics Inc	17.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Jeffrey Dailey	Against
			Elect Kimberly S. Stevenson	For
			Elect Lee M. Shavel	For
			Elect Olumide Soroye	For
			Elect Vincent K. Brooks	For
			Elect Wendy E. Lane	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Vinci	13.04.2023	France	2022 Remuneration of Xavier Huillard, Chair and CEO	Against
			2022 Remuneration Report	For
			2023 Remuneration Policy (Board of Directors)	For
			2023 Remuneration Policy (Executives)	For
			Accounts and Reports; Non Tax-Deductible Expenses	For
			Allocation of Profits/Dividends	For
			Authorisation of Legal Formalities	For
			Authority to Cancel Shares and Reduce Capital	For
			Authority to Increase Capital in Consideration for Contributions in Kind	For
			Authority to Increase Capital Through Capitalisations	For
			Authority to Issue Performance Shares	For
			Authority to Issue Shares and Convertible Debt Through Private Placement	For
			Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
			Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
			Authority to Repurchase and Reissue Shares	For
			Consolidated Accounts and Reports	For
			Elect Agnès Daney de Marillac	Against
			Elect Annette Messemer	For
			Elect Carlos E. Aguilar	For
			Elect Caroline Grégoire Sainte Marie	For
			Elect Dominique Muller	For
			Elect Ronald Kouwenhoven	Against
			Employee Stock Purchase Plan	For
			Greenshoe	For
			Stock Purchase Plan for Overseas Employees	For
Visa Inc	24.01.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Alfred F. Kelly, Jr.	For
			Elect Denise M. Morrison	For
			Elect Francisco Javier Fernández-Carbajal	For
			Elect John F. Lundgren	For
			Elect Kermit R. Crawford	For
			Elect Linda Rendle	For
			Elect Lloyd A. Carney	Against
			Elect Maynard G. Webb	For
			Elect Ramon L. Laguarda	For
			Elect Teri L. List	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Independent Chair	Against
Vitesco Technologies Group AG	17.05.2023	Germany	Amendments to Articles (Virtual General Meetings)	For
			Appointment of Auditor	For
			Approval of Control Agreement with Vitesco Technologies 2. Verwaltungs GmbH	For
			Ratify Andreas Wolf	For
			Ratify Anne Zeumer	For
			Ratify Carsten Bruns	For
			Ratify Erwin Löffler	For
			Ratify Georg F. W. Schaeffler	For

		Ratify Hans-Jörg Bullinger	For	
		Ratify Ingo Holstein	For	
		Ratify Joachim Hirsch	For	
		Ratify Kirsten Vörkel	For	
		Ratify Klaus Hau	For	
		Ratify Klaus Rosenfeld	For	
		Ratify Lothar Galli	For	
		Ratify Manfred Ebeck	For	
		Ratify Michael Köppl	For	
		Ratify Ralf Schamel	For	
		Ratify Sabina Jeschke	For	
		Ratify Siegfried Wolf	For	
		Ratify Susanne Heckelsberger	For	
		Ratify Thomas Stierle	For	
		Ratify Werner Volz	For	
		Ratify Yvonne Hartmetz	For	
		Remuneration Report	For	
Vodafone Group plc	25.07.2023	United Kingdom	Accounts and Reports	For
			Appointment of Auditor	For
			Authorisation of Political Donations	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights	For
			Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
			Authority to Repurchase Shares	For
			Authority to Set Auditor's Fees	For
			Authority to Set General Meeting Notice Period at 14 Days	For
			Elect Jean-François M. L. van Boxmeer	For
			Elect Amparo Moraleda	For
			Elect David T. Nash	For
			Elect Deborah L. Kerr	For
			Elect Delphine Ernotte Cunci	For
			Elect Kandimathie (Christine) Ramon	For
			Elect Margherita Della Valle	For
			Elect Michel Demaré	For
			Elect Simon Segars	For
			Elect Stephen A. Carter	For
			Final Dividend	For
			Global Incentive Plan	For
			Remuneration Policy	For
			Remuneration Report	Against
Volkswagen AG	10.05.2023	Germany	Allocation of Profits/Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Meeting)	Against
			Amendments to Previously Approved Profit-and-Loss Transfer Agreements	For
			Appointment of Auditor	Abstain
			Approval of Hive-Down and Transfer Agreement	For
			Elect Günther Horvath	Against
			Elect Marianne Heiß	Against
			Elect Wolfgang Porsche	Against
			Increase in Authorised Capital	Against
			Management Board Remuneration Policy	Against
			Ratify Arno Antlitz	Against
			Ratify Arno Homburg	Against
			Ratify Bernd Althusmann	Against
			Ratify Bertina Murkovic	Against
			Ratify Conny Schönhardt	Against
			Ratify Daniela Nowak	Against
			Ratify Daniela Cavallo	Against
			Ratify Ferdinand Oliver Porsche	Against
			Ratify Gunnar Kilian	Against
			Ratify Hans Dieter Pötsch	Against
			Ratify Hans Michel Piëch	Against
			Ratify Hans-Peter Fischer	Against
			Ratify Harald Bock	Against
			Ratify Hauke Stars	Against
			Ratify Herbert Diess	Against
			Ratify Hessa Sultan Al-Jaber	Against
			Ratify Hildegard Wortmann	Against
			Ratify Hiltrud Dorothea Werner	Against
			Ratify Hussain Ali Al-Abdulla	Against
			Ratify Jens Rothe	Against
			Ratify Jörg Hofmann	Against
			Ratify Julia Willie Hamburg	Against
			Ratify Manfred Döss	Against
			Ratify Mansoor Ebrahim Al-Mahmoud	Against
			Ratify Marianne Heiß	Against
			Ratify Markus Duesmann	Against
			Ratify Mattias Carnero Sojo	Against
			Ratify Murat Aksel	Against
			Ratify Oliver Blume	Against
			Ratify Peter Mosch	Against
			Ratify Ralf Brandstätter	Against
			Ratify Simone Mahler	Against
			Ratify Stephan Weil	Against
			Ratify Thomas Schäfer	Against
			Ratify Thomas Schnall-Von Westerholt	Against
			Ratify Ulrike Jakob	Against
			Ratify Werner Weresch	Against
			Ratify Wolfgang Porsche	Against
			Remuneration Report	Against
Volvo AB	04.04.2023	Sweden	Supervisory Board Remuneration Policy	For
			Elect Carl-Henric Svanberg (Chair or the Board) as a Nomination Committee Member	For
			Accounts and Reports	For
			Adoption of Share-Based Incentives	For
			Agenda	For
			Allocation of Profits/Dividends	For
			Appointment of Auditor	For
			Authority to Set Auditor's Fees	For
			Board Size	For
			Compliance with the Rules of Convocation	For
			Directors' Fees	For
			Elect Anders Algotsson as a Nomination Committee Member	For
			Elect Anders Oscarsson as a Nomination Committee Member	For
			Elect Bo Annvik	Against
			Elect Carl-Henric Svanberg	For
			Elect Carl-Henric Svanberg as Chair	For
			Elect Eric A. Elzvik	For
			Elect Helena Stjernholm	Against
			Elect Jan Carlson	For
			Elect Kathryn V. Marinello	For
			Elect Kurt Jofs	For
			Elect Magnus Billing as a Nomination Committee Member	For
			Elect Martha Finn Brooks	For
			Elect Martin Lundstedt	For
			Elect Martina Merz	Against
			Elect Matti Alahuhta	For
			Elect Pär Boman as a Nomination Committee Member	For
			Election of Presiding Chair	For
			Number of deputy board members	For
			Ratification of Camilla Johansson (Deputy Employee Representative)	For
			Ratification of Carl-Henric Svanberg	For
			Ratification of Eckhard Cordes	For
			Ratification of Eric Elzvik	For
			Ratification of Hanne de Mora	For
			Ratification of Helena Stjernholm	For
			Ratification of Jan Carlson	For
			Ratification of Kathryn V. Marinello	For
			Ratification of Kurt Jofs	For
			Ratification of Lars Ask (Employee Representative)	For
			Ratification of Mari Larsson (Deputy Employee Representative)	For
			Ratification of Martha Finn Brooks	For
			Ratification of Martin Lundstedt (as CEO)	For
			Ratification of Martin Lundstedt (Board Member)	For
			Ratification of Martina Merz	For
			Ratification of Mats Henning (Employee Representative)	For
			Ratification of Matti Alahuhta	For
			Ratification of Mikael Sällström (Employee Representative)	For
			Remuneration Policy	For
			Remuneration Report	For
Vonovia SE	17.05.2023	Germany	Allocation of Dividends	Abstain
			Amendments to Articles (Supervisory Board Terms)	For

			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Elect Ariane Reinhart	For
			Elect Christian Ulbrich	For
			Elect Clara-Christina Streit	For
			Elect Daniela Gerd Tom Markotten	For
			Elect Florian Funck	For
			Elect Hildegard Müller	For
			Elect Ute M. Geipel-Faber	For
			Elect Vitus Eckert	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Reduction of Supervisory Board Size	For
			Remuneration Report	For
Vossloh AG	24.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Shareholder Meeting Location)	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	For
			Appointment of Auditor	For
			Elect Bettina Volkens	For
			Elect Roland Bosch	For
			Elect Rüdiger Grube	Against
			Elect Ulrich M. Harnacke	For
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Wacker Chemie AG	17.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (Place and Convocation)	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	Against
			Appointment of Auditor	For
			Appointment of Auditor for Interim Statements	For
			Elect Andreas H. Biagosch	Against
			Elect Anna Weber	Against
			Elect Ann-Sophie Wacker	Against
			Elect Gregor Biebl	Against
			Elect Matthias Biebl	Against
			Elect Patrick Cramer	Against
			Elect Peter-Alexander Wacker	Against
			Elect Susanne Weiss	Against
			Management Board Remuneration Policy	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Wacker Neuson SE	26.05.2023	Germany	Allocation of Dividends	For
			Amendments to Articles (General Meeting Procedure)	Abstain
			Amendments to Articles (Supervisory Board Members Participation)	Against
			Amendments to Articles (Virtual General Meeting)	Against
			Appointment of Auditor	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Remuneration Report	Against
Walmart Inc	31.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect C. Douglas McMillon	For
			Elect Carla A. Harris	Against
			Elect Cesar Conde	For
			Elect Gregory B. Penner	Against
			Elect Marissa A. Mayer	For
			Elect Randall L. Stephenson	Against
			Elect S. Robson Walton	For
			Elect Sarah J. Friar	For
			Elect Stuart L. Walton	For
			Elect Thomas W. Horton	Against
			Elect Timothy P. Flynn	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	For
			Shareholder Proposal Regarding Human Rights Due Diligence Process Report	Against
			Shareholder Proposal Regarding Racial and Gender Layoff Diversity Report	Against
			Shareholder Proposal Regarding Racial Equity Audit	For
			Shareholder Proposal Regarding Report on Corporate Operations with China	Against
			Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	For
			Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For
			Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	For
Washtec Ag	15.05.2023	Germany	Allocation of Dividends	Against
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	For
			Appointment of Auditor	For
			Elect Günter Blaschke	For
			Elect Ulrich Belligardt	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	Against
Waste Management, Inc.	09.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Approval of 2023 Stock Incentive Plan	For
			Elect Andrés R. Gluski	For
			Elect Bruce E. Chinn	For
			Elect James C. Fish, Jr.	For
			Elect John C. Pope	For
			Elect Kathleen M. Mazzarella	Against
			Elect Maryrose T. Sylvester	For
			Elect Sean E. Menke	For
			Elect Victoria M. Holt	For
			Elect William B. Plummer	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
West Pharmaceutical Services, Inc.	25.04.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Deborah L. V. Keller	Against
			Elect Douglas A. Michels	For
			Elect Eric M. Green	For
			Elect Mark A. Buthman	For
			Elect Molly E. Joseph	For
			Elect Myra P. Lai-Goldman	For
			Elect Paolo Pucci	Against
			Elect Robert F. Friel	Against
			Elect Stephen H. Lockhart	For
			Elect Thomas W. Hofmann	For
			Elect William F. Feebery	Against
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
			Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For
Western Union Company	12.05.2023	United States	Advisory Vote on Executive Compensation	For
			Amendment to Allow Exculpation of Officers	Against
			Elect Angela A. Sun	For
			Elect Betsy D. Holden	Against
			Elect Devin McGranahan	For
			Elect Jan Siegmund	For
			Elect Jeffrey A. Joerres	Against
			Elect Martin I. Cole	For
			Elect Michael A. Miles, Jr.	Against
			Elect Solomon D. Trujillo	For
			Elect Timothy P. Murphy	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
			Shareholder Proposal Regarding Right to Act by Written Consent	Against
Westinghouse Air Brake Technologies Corp	17.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Byron S. Foster	For
			Elect Lee C. Banks	For
			Elect Rafael Santana	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Westpac Banking Corp	14.12.2023	Australia	Climate Change Position Statement and Action Plan	For
			Elect Michael J. Ullmer	For
			Elect Steven Gregg	For
			Elect Tim Burroughs	For
			Equity Grant (MD/CEO Peter King)	For
			Remuneration Report	For

			Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Abstain
			Shareholder Proposal Regarding Transition Plan Assessments	Against
WestRock Co	27.01.2023	United States	Advisory Vote on Executive Compensation	For
			Elect Alan D. Wilson	Against
			Elect Colleen F. Arnold	For
			Elect David B. Sewell	For
			Elect Dmitri L. Stockton	For
			Elect E. Jean Savage	For
			Elect Gracia C. Martore	For
			Elect J. Powell Brown	For
			Elect James E. Nevels	For
			Elect Russell M. Currey	For
			Elect Susan F. Harrison	For
			Elect Terrell K. Crews	For
			Elect Timothy J. Benlloch	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	Against
Wolters Kluwers NV	10.05.2023	Netherlands	Accounts and Reports	For
			Allocation of Dividends	For
			Appointment of Auditor	For
			Authority to Issue Shares w/ Preemptive Rights	For
			Authority to Repurchase Shares	For
			Authority to Suppress Preemptive Rights	For
			Cancellation of Shares	For
			Elect Chris Vogelzang to the Supervisory Board	For
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	For
			Remuneration Report	For
Workday Inc	22.06.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Christa Davies	Against
			Elect George J. Still Jr.	Against
			Elect Mark J. Hawkins	For
			Elect Wayne A.L. Frederick	For
			Ratification of Auditor	For
Wustnrot & Württembergische AG	23.05.2023	Germany	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For
			Allocation of Dividends	For
			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual AGM)	Against
			Amendments to Intra-company Control Agreement	For
			Appointment of Auditor	Abstain
			Elect Reiner Hagemann as Supervisory Board Member	Against
			Ratification of Management Board Acts	For
			Ratification of Supervisory Board Acts	Against
			Reduction of Supervisory Board Size	For
			Remuneration Report	Against
Zalando SE	24.05.2023	Germany	Allocation of Profits	For
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Amendments to Articles (Virtual Shareholder Meetings)	Abstain
			Appointment of Auditor for Fiscal Year 2023	Abstain
			Appointment of Auditor for Interim Statements until 2024 AGM	For
			Elect Anders Halch Povlsen	For
			Elect Jennifer Y. Hyman	Against
			Elect Kelly Bennett	For
			Elect Mariella Röhm-Kottmann	For
			Elect Niklas Östberg	Against
			Elect Susanne Schröter-Crossan	For
			Ratification of Management Board Acts	Abstain
			Ratification of Supervisory Board Acts	Abstain
			Remuneration Report	Against
			Supervisory Board Remuneration Policy	For
Zeal Network	09.05.2023	Germany	Allocation of Dividends	Abstain
			Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	Abstain
			Amendments to Articles (Virtual AGM)	Against
			Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
			Appointment of Auditor	Abstain
			Elect Kenneth Chan as Supervisory Board Member	Against
			Ratification of Management Board Acts	For
			Ratify Frank Strauss	Against
			Ratify Jens Schumann	Against
			Ratify Marc Peters	Against
			Ratify Oliver Jaster	Against
			Ratify Peter Steiner	Against
			Ratify Thorsten Hehl	Against
			Remuneration Report	Against
Zebra Technologies Corp.	11.05.2023	United States	Advisory Vote on Executive Compensation	Against
			Elect Anders Gustafsson	Against
			Elect Janice M. Roberts	For
			Elect Linda M. Conroy	For
			Elect William J Burns	For
			Frequency of Advisory Vote on Executive Compensation	1 Year
			Ratification of Auditor	For
ZoomInfo Technologies Inc	17.05.2023	United States	Elect Patrick R. McCarter	Withhold
			Elect Todd Crockett	Withhold
Zurich Insurance Group AG Ltd	06.04.2023	Switzerland	Accounts and Reports	For
			Allocation of Dividends	For
			Amendments to Articles (General Meetings)	For
			Amendments to Articles (Miscellaneous)	For
			Amendments to Articles (Share Register)	For
			Appointment of Auditor	For
			Appointment of Independent Proxy	For
			Approval of a Capital Band	For
			Board Compensation	For
			Compensation Report	For
			Elect Barry Stowe	For
			Elect Catherine P. Bessant	For
			Elect Catherine P. Bessant as Compensation Committee Member	For
			Elect Christoph Franz	For
			Elect Christoph Franz as Compensation Committee Member	For
			Elect Dame Alison J. Carrivath	For
			Elect Jasmin Staiblin	For
			Elect Jasmin Staiblin as Compensation Committee Member	For
			Elect Joan Lordi C. Amble	For
			Elect Kishore Mahubani	For
			Elect Kishore Mahubani as Compensation Committee Member	For
			Elect Michael Halbherr	For
			Elect Michel M. Lies as Compensation Committee Member	For
			Elect Michel M. Lies as Member and as Board Chair	For
			Elect Monica Mächler	For
			Elect Peter Maurer	For
			Elect Sabine Keller-Busse	For
			Elect Sabine Keller-Busse as Compensation Committee Member	For
			Executive Compensation	For
			Ratification of Board and Management Acts	For