1&1 AG	Datum Land	Tagesordnungspunkt	Votum
	16.05.2023 Germany	Allocation of Dividends	Abstain
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	Against Abstain
		Appointment of Auditor	For
		Elect Christine Schöneweis Elect Friedrich Joussen	For Against
		Elect Kurt Dobitsch	Against
		Elect Matthias Baldermann Elect Norbert Lang	Against Against
		Elect Vlasios Choulidis	Against
		Ratify Alessandro Nava	Abstain
		Ratify Claudia Borgas-Herold Ratify Kai-Uwe Ricke	Against Against
		Ratify Kurt Dobitsch	Against
		Ratify Markus Huhn Ratify Matthias Baldermann	Abstain Against
		Ratify Norbert Lang	Against
		Ratify Ralph Dommermuth Ratify Vlasios Choulidis	Abstain Against
		Remuneration Report	Against
3M Co.	09.05.2023 United States	Advisory Vote on Executive Compensation	For
		Elect Amy E. Hood Elect Anne H. Chow	For
		Elect David B. Dillon	For
		Elect Gregory R. Page Elect James R. Fitterling	For
		Elect Michael F. Roman	For
		Elect Michael L. Eskew Elect Pedro J. Pizarro	For
		Elect Suzan Kereere	For
		Elect Thomas K. Brown Frequency of Advisory Vote on Executive Compensation	Against 1 Year
		Ratification of Auditor	Against
ABB Ltd.	23.03.2023 Switzerland	Accounts and Reports Allocation of Dividends	For
		Amendments to Articles (Board of Directors and Compensation)	For
		Amendments to Articles (General Meeting) Amendments to Articles (Shares and Share Register)	For For
		Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Meetings)	For
		Amendments to Articles (Voting Rights Restrictions)	For
		Appointment of Auditor Appointment of Independent Proxy	For
		Approval of a Capital Band	For
		Board Compensation Compensation Report	For For
		Elect David E. Constable	For
		Elect David E. Constable as Compensation Committee Member Elect David Meline	For For
		Elect David Meline Elect Denise C. Johnson	For
		Elect Frederico Fleury Curado	For
		Elect Frederico Fleury Curado as Compensation Committee Member Elect Geraldine Matchett	For
		Elect Gunnar Brock	For
		Elect Jacob Wallenberg Elect Jennifer Xin-Zhe Li	For
		Elect Jennifer Xin-Zhe Li as Compensation Committee Member	For
		Elect Lars Förberg Elect Peter R. Voser as Board Chair	For For
		Lee, recent, your as point Chair Executive Compensation Executive Compensation	For
Abbott Laboratories	20.04.2022 Heited States	Ratification of Board and Management Acts	For
Abbott Laboratories	28.04.2023 United States	Advisory Vote on Executive Compensation Elect Claire Babineaux-Fontenot	For
		Elect Daniel J. Starks	For
		Elect Darren W. McDew Elect John G. Stratton	For Against
		Elect Michael F. Roman	For
		Elect Michael G. O'Grady Elect Michael e A. Kumbier	For
		Elect Nancy McKinstry	Against
		Elect Paola Gonzalez	For
		Elect Robert B. Ford Elect Robert J. Alpern	For
		Elect Sally E. Blount	For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For
		Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	For
		Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Independent Chair	For
		Shareholder Proposal Regarding Lobbying Report Shareholder Proposal Regarding Right to Call Special Meetings	Against
ABO Wind AG	27.10.2023 Germany	Amendment to Corporate Purpose Elect Alexander Thomas	Against
		Elect Alexander Inomas Elect Eveline Lemke	For
		Elect Maike Schmidt	For
		Elect Martin Giehl Supervisory Board Size	For
	27.04.2023 Germany	Allocation of Dividends	For
		Appointment of Auditor Elect Alexander Thomas as Supervisory Board Member	For
		Elect Allekander Tromas as Super vision's board member Ratification of Management Board Acts Ratification of Management Board Acts	Against For
		Ratification of Supervisory Board Acts	For
Adcapital AG	16.05.2023 Germany	Allocation of Profits/ Dividends Amendments to Articles (Chair of the General Meeting)	For
		Amendments to Articles (Virtual AGM)	For
		Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital I	For Against
		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital II	Against
		Authority to Repurchase and Reissue Shares Increase in Authorised Capital I	Against
		Increase in Authorised Capital II for Employee Share Plans	Against Against
		Increase of Issued Share Capital from Company Funds	
		The lease of issue share a capital form company fution. Detriction of Management Period Acts.	Against
		Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts	For For
Adidas AG	11.05.2023 Germany	Ratification of Management Board Acts Allication of Supervisory Board Acts Allocation of Dividends	For For
Ādidas AG	11.05.2023 Germany	Ratification of Management Board Acts Ratification of Supervisory Board Acts Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For For Abstain
Adidas AG	11.05.2023 Germany	Ratification of Management Board Acts Ratification of Experisory Board Acts Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissus Shares	For For Abstain Abstain
Ādidas AG	11.05.2023 Germany	Ratification of Management Board Acts Allication of Supervisory Board Acts Allication of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissue Shares Authority to Repurchase Amers Using Equity Derivatives	For For Abstain Abstain For
Adidas AG	11.05.2023 Germany	Ratification of Management Board Acts Ratification of Supervisory Board Acts Allocation of Dividends Amendments to Articles (Virtual McM Participation of Supervisory Board Members) Amendments to Articles (Virtual Mcetings) Authority to Repurchase and Reissue Shares Authority to Repurchase Shares Sing Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For Abstain Abstain For For Abstain Abstain Abstain Abstain
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Adidas AG Adobe Inc	11.05.2023 Germany 20.04.2023 United States	Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissus Shares Authority to Repurchase Arare Using Equity Derivatives Authority to Repurchase Arare Using Equity Derivatives Authority to Repurchase Arare Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Executive Compensation Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation	For For Abstain Abstain For Abstain Abstain For For Abstain For For For For
		Ratification of Management Board Acts Aslification of Supervisory Board Acts Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resizes we haves Authority to Repurchase Shares Using Equity Derivatives Authority to Repurchase Shares Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Retinueration Report Advisory Vote on Executive Compensation Amendment to the 2019 Equity Incentive Plan Elect Amy L. Bassee	For For Abstain Abstain For Abstain Abstain For For Abstain For For For For For
		Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissus Shares Authority to Repurchase Arare Using Equity Derivatives Authority to Repurchase Arare Using Equity Derivatives Authority to Repurchase Arare Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Executive Compensation Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation	For For Abstain Abstain For Abstain Abstain For For Abstain For For For For
		Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissuse Shares Authority to Repurchase Afares Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Amendment to the 2019 Equity Incentive Plan Elect Amy L. Banse Elect Amy L. Banse Elect David A. Ricks	For For Abstain Abstain For For Abstain Abstain For
		Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resissue Shares Authority to Repurchase Shares Using Equity Derivatives Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Amendment to the 2019 Equity Incentive Plan Elect Amy La Bose Elect David A Ricks Elect David A Ricks Elect David A Ricks Elect David Plandey	For For For Abstain Abstain For For Abstain For
		Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissuse Shares Authority to Repurchase Arase Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Retification of Supervisory Board Acts Remuneration Report Advisory Voto on Executive Compensation Amendment to the 2015 Equity Incentive Plan Elect Amy L. Basse Elect Brett Biggs Elect Daviel Rosensweig Elect Daviel Rosensweig Elect Daviel Rosensweig Elect Tear A. Calderoni Elect Tear A. Calderoni Elect Tear A. Calderoni Elect Daviel Namook	For For Abstain Abstain For For Abstain For
		Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissue Shares Authority to Repurchase Ahare Susies Shares Authority to Repurchase Ahare Susies Shares Authority to Repurchase Ahares Using Equity Derivatives Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Anendment to the 2019 Equity Incentive Plan Elect Amy L. Banse Elect Amy L. Banse Elect David A. Ricks Elect Devid A. Ricks Elect Devid A. Ricks Elect Devid A. Ricks Elect Devid A. Ricks Elect Tenk A. Calderoni Elect Inher. E. Warnock Elect Tenk A. Calderoni Elect Inher. E. Warnock	For For Abstain Abstain For For For Abstain Abstain For
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		Ratification of Wanagement Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissues Shares Authority to Repurchase Shares Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Amendment to the 2019 Equity Incentive Plan Elect Amy L. Barse Elect Affect Biggs Elect David A. Ricks Elect David A. Ricks Elect David A. Ricks Elect David A. Ricks Elect Cheeral Pandey Elect Trank A. Calderoni Elect Lawrock Elect Estableon Deerg Elect Lawrock Elect Stathleon Deerg Elect Stathleon Deerg Elect Stathleon Narrayen	For For Abstain Abstain For
		Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Reissue Shares Authority to Repurchase Alare Suissue Shares Authority to Repurchase Alares Using Equity Derivatives Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Amendment to the 2019 Equity Incentive Plan Elect Amy L. Banse Elect Amy L. Banse Elect Amy L. Banse Elect David A. Ricks Elect Dheeral Plandey Elect David A. Ricks Elect Dheeral Plandey Elect David A. Ricks Elect Dheeral Plandey Elect Laura B. Desmond Elect Shantanu Narayen	For For For Abstain For For Abstain For
		Ratification of Management Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resisue Shares Authority to Repurchase Alare Susies Shares Authority to Repurchase Alares Using Equity Derivatives Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Anendment to the 2019 Equity Incentive Plan Elect Amy L. Banse Elect Amy L. Banse Elect Amy L. Banse Elect Brait R. Aicker Bect David A. Ricks Elect Devid A. Ricks Elect Devid A. Ricks Elect Devid A. Ricks Elect David A. Lideroni Elect Linh E. Warnock Elect Laura B. Desmond Elect Laura B. Desmond Elect Laura B. Desmond Elect Laura B. Desmond Elect Advisory Vote on Executive Compensation Assification of Auditor	For For Abstain For Abstain For Abstain For
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Adobe inc	20.04.2023 United States	Ratification of Supervisory Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resisues bahres Authority to Repurchase Afrace Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of the Dead of Supervisory Board Acts Ratification of the Dead of Supervisory Board Acts Ratification of the Dead of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Anendment to the 2019 Equity Incentive Plan Elect Amy L. Banse Elect Dariel Rosenoweig Elect Dariel Rosenoweig Elect Dariel Rosenoweig Elect Dariel Rosenoweig Elect Trank A. Calderoni Elect Awards Elect Awards Elect Awards Elect Awards Elect Awards Elect Awards Elect Meener B. Demond Elect Melanie Boulden Elect Helenie Boulden Elect Helanie Boulden Elect Shantania Warayen Elect Spencer Neumann Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Poposal Regarding Report on Hirring Practices for People With Arrest Records Advisory Vote on Executive Compensation Approval of the Co202 Equity Incentive Plan	For For Abstain For Abstain For Abstain For Abstain For
Adobe inc	20.04.2023 United States	Ratification of Supervisory Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resisue Shares Authority to Repurchase Alare Susies Shares Authority to Repurchase Alares Using Equity Derivatives Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Alares Shares Elect Amy L. Banse Elect Amy L. Banse Elect Amy L. Banse Elect David A. Ricks Elect Devid A. Ricks Elect David A. Ricks Elect David A. Ricks Elect Tenak A. Calderoni Elect Laura B. Desmond Elect Laura B. Desmond Elect Laura B. Desmond Elect Laura B. Desmond Elect Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Hirring Practices for People With Arrest Records Advisory Vote on Executive Compensation	For For Abstain Abstain For Abstain For Abstain For
Adobe inc	20.04.2023 United States	Ratification of Expersiony Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual McM Participation of Supervisory Board Members) Amendments to Articles (Virtual McM Participation of Supervisory Board Members) Authority to Repurchase and Resisue Shares Authority to Repurchase Airres Using Equity Derivatives Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Expervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Elect Amy L. Banse Elect Amy L. Banse Elect Amy L. Banse Elect Bratel By Ricks Elect David A, Ricks Elect Devid A, Ricks Elect Devid A, Ricks Elect Devid A, Ricks Elect Devid A, Laideroni Elect John E. Warnock Elect Astronock Elect Senates Neumann Frequency of Advisory Vote on Executive Compensation Approval of the 2023 Equity Incentive Pian Elect Advisory Vote on Executive Compensation Approval of the 2023 Equity Incentive Pian Elect Advisory Vote on Executive Compensation Approval of the 2023 Equity Incentive Pian Elect Chalke W. Vanderslice	For For For Abstain Abstain For
Adobe inc	20.04.2023 United States	Ratification of Supervisory Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resisues bahres Authority to Repurchase Articles (Virtual Meetings) Authority to Repurchase Alare Susing Equity Derivatives Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of the Repurchase Alare Susing Equity Derivatives Ratification of the Deal Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Exect Amy L. Banse Exect Dariel Remonwelig Exect Da	For For Abstain Abstain For
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Adobe inc	20.04.2023 United States	Ratification of Expersiony Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resisue Shares Authority to Repurchase Ana Resisue Shares Authority to Repurchase Anares Using Equity Derivatives Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Elect David A, Ricks Elect David A, Ricks Elect Devid A, Ricks Elect David A, Ricks Elect Tank A, Calderoni Elect Latura B, Desmond Elect Latura B, Desmond Elect Advisory Vote on Executive Compensation Argency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Approval of the 2023 Equity Incentive Plan Elect David A, Visional Compensation Approval of the 2023 Equity Incentive Plan Elect David A, Visional Elect Libon W, Marren Elect David N, Warren Elect David N, Warren Elect Libon W, Marren	For For For Abstain Abstain For
Adobe inc	20.04.2023 United States	Ratification of Supervisory Board Acts Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Meetings) Authority to Repurchase and Resisues barves Authority to Repurchase Ahres Using Equity Derivatives Ratification of Supervisory Board Acts Ratification of Executive Compensation Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Exect Amy L. Banse Exect Daniel Rosensweig Exect Daniel Rosen	For For Abstain Abstain For

Aegon N. V.	17.01.2023 Netherlands 25.05.2023 Netherlands	Business Combination with ASR Nederland Accounts and Reports	For For
		Allocation of Dividends Appointment of Auditor	For For
		Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Repurchase Shares Cancellation of Shares	For For
		Elect Dona D. Young to the Supervisory Board Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts Remuneration Report	For
	29.09.2023 Netherlands	Appointment of Auditor Appointment of Auditor (Aegon Ltd FY2023)	For
		Appointment of Auditor (Aegon Ltd FY2024) Cross-Border Conversion (Aegon N.V.)	For
		Elect Caroline Ramsay to the Board of Directors Elect Corien M. Wortmann-Kool to the Board of Directors	For
		Elect Dona D. Young to the Board of Directors Elect Jack F. McGarry to the Board of Directors	For
		Elect Karen Fawcett to the Board of Directors Elect Lard Friese to the Board of Directors	For
		Elect Mark A. Ellman to the Board of Directors Elect Thomas Wellauer to the Board of Directors	For
Anilant Tarkentarias Inc	30.09.2023 Netherlands	Elect William Connelly to the Board of Directors Cross-Border Conversion	For
Agilent Technologies Inc.	15.03.2023 United States	Advisory Vote on Executive Compensation Elect Down R. Wilson Elect George A. Srangos	Against Against
		Lies tree get - Sangos Elect Heidi Kurz Elect Susan H. Rataj	Against Against Against
		Frequency of Advisory Vote on Executive Compensation Permit Shareholders to Call Special Meetings	1 Year For
Air Liquide S.A	03.05.2023 France	Astification of Mulitor 2022 Remuneration of Benoît Potier, Chair (From June 1, 2022)	Against
		2022 Remuneration of Benoît Potier, Chair and CEO (Until May 31, 2022) 2022 Remuneration of François Jackow, CEO (From June 1, 2022)	For For
		2022 Remuneration Report 2023 Remuneration Policy (Board of Directors)	For For
		2023 Remuneration Policy (CEO) 2023 Remuneration Policy (Chair)	For For
		Accounts and Reports Allocation of Profits/Dividends	For For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights Authority to Repurchase and Reissue Shares	For For
		Consolidated Accounts and Reports Elect Alexis Perakis-Valat	For For
		Elect Catherine Guillouard Elect Christina Choi Lai Law	For For
		Elect Michael H. Thaman Elect Monica de Virgiliis	For For
		Employee Stock Purchase Plan Greenshoe	For
Air Products & Chemicals Inc.		Special Auditors Report on Regulated Agreements Stock Purchase Plan for Overseas Employees	For
Air Products & Chemicals Inc.	26.01.2023 United States	Advisory Vote on Executive Compensation Elect Charles I. Cogut	For Against For
		Elect David H.Y. Ho Elect Edward L. Monser Elect List A. Davis	Against
		CRECT USE AL DAVIS Elect Matthew H. Paull Elect Seffolia Ghasemi	Against Against For
		Lies, 2 services Curage control (Calaway Elect World No. Calaway Elect Wayne T. Smith	Against
		Ratification of Auditor	1 Year For
Airbus SE	19.04.2023 Netherlands	Accounts and Reports Allocation of Dividends	For For
		Appointment of Auditor Authority to Issue Shares w/ or w/o Preemptive Rights	For For
		Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans) Authority to Repurchase Shares	For For
		Cancellation of Shares Elect Antony Wood to the Board of Directors	For For
		Elect Mark B. Dunkerley to the Board of Directors Elect Ralph D. Crosby, Jr. to the Board of Directors	For For
		Elect Stephan Gemkow to the Board of Directors Ratification of Executive Director's Acts	For For
		Ratification of Non-Executives' Acts Remuneration Report	For Against
Aixtron SE	17.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual General Meeting) Appointment of Auditor	Abstain
		Elect Kim Schindelhauer as Supervisory Board Member Ratification of Management Board Acts	Abstain
Akamai Technologies Inc	11.05.2023 United States	Ratification of Supervisory Board Acts Remuneration Report Advisory Viso en Executive Compensation	Against For For
Akamai rechnologies inc	11.03.2023 Utilited States	Aurendment to the 2013 Stock Incentive Plan Elect Bernardus Verwaayen	For For
		Lies Cerial R. Hesse Elect Pariel R. Hesse	Against
		Elect Anathan Kallier Elect Madhu Ranganathan	For Against
		Elect Mariant rangerisaturi Elect Monte E. Ford	For For
		Elect Peter Thomas Killalea Elect Sharon Y. Bowen	For
		Elect William R. Wagner Frequency of Advisory Vote on Executive Compensation	For 1 Year
Alcon Inc.	05.05.2023 Switzerland	Ratification of Auditor Accounts and Reports	Against For
		Allocation of Dividends Amendments to Articles (Board of Directors)	For For
		Amendments to Articles (Compensation) Amendments to Articles (Share Capital)	For For
		Amendments to Articles (Shareholder Meetings) Appointment of Auditor	For For
		Appointment of Independent Proxy Board Compensation	For For
		Compensation Report Elect Arthur Cummings	For For
		Elect D. Keith Grossman Elect David J. Endicott	For
		Elect Dieter Spälti Elect F. Michael Ball as Chair Elect beschel	For Against
		Elect inse Pöschel Elect Inse Pöschel as Compensation Committee Member Flort Karon I. May	For For
		Elect Karen J. May Elect Asren J. May as Compensation Committee Member Elect Lynn Dorsey Bieli	For For
		Elect Ym Dorsey siell Elect Raquel C. Bono Elect Scott H. Maw	For For
		Elect Scott H. Maw Elect Stott H. Maw as Compensation Committee Member Elect Thomas Glazmann	For For
		Elect Thomas Glanzmann as Compensation Committee Member	For For
		Executive Compensation Increase in Conditional Capital Introduction of a Capital Band	For For
		introduction or a Lapital Band Astification of Board and Management Acts	For
Allgeier SE	13.06.2023 Germany		For
Allgeier SE	13.06.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor	For Against For
Allgeler SE	13.06.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against For Against
Allgeier SE	13.06.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor	Against For

Allianz SE	04.05.2023 Germany	Remuneration Report Allocation of Dividends	Against For
		Amendments to Articles (Shareholder Meeting Location) Amendments to Articles (Virtual Participation of Supervisory Board Members)	For Abstain
		Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor	For For
		Ratify Andreas Wimmer Ratify Barbara Karuth-Zelle	For For
		Ratify Christine Bosse Ratify Christopher Townsend	For For
		Ratify Frank Kirsch Ratify Friedrich Eichiner	For For
		Ratify Gabriele Burkhardt-Berg Ratify Giulio Terzariol	For For
		Ratify Godfrey Hayward Ratify Günther Thallinger	For For
		Ratify Herbert Hainer Ratify Ivan de la Sota	For For
		Ratify Jean-Claude Le Goaër Ratify Jim Hagemann Snabe	For For
		Ratify Jürgen Lawrenz Ratify Klaus-Peter Röhler	For For
		Ratify Michael Diekmann	For For
		Ratify Oliver Bate Ratify Oliver Bate Ratify Oliver Date Ratify Oliver Bate	For
		Ratify Rashmy Chatterjee	For For
		Ratify Renate Wagner Ratify Sergio Balbinot	For For
		Ratify Sirma Boshnakova Ratify Sophie Boissard	For For
		Remuneration Report Supervisory Board Remuneration Policy	For For
Alstom	11.07.2023 France	2022 Remuneration of Henri Poupart-Lafarge, Chair and CEO 2022 Remuneration Report	For For
		2023 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (Chair and CEO)	For For
		Accounts and Reports Allocation of Dividends	For For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For For
		Authority to Increase Capital in Case of Exchange Offers Authority to Increase Capital in Case of Exchange Offers Authority to Increase Capital in Consideration for Contributions In Kind	For For
		Authority to lisuse Performance Shares Authority to Issue Performance Shares	For
		Authority to Issue Performance Shares Authority to Issue Shares and Convertible Debt Through Private Placement Authority to Issue Shares and Convertible Debt Wy Preemptive Rights	For For
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries Authority to Repurchase and Reissue Shares	For For
		Authority to Set Offering Price of Shares Consolidated Accounts and Reports	For For
		Elect Bpifrance Investissement (José Gonzalo) Elect Henri Poupart-Lafarge	For For
		Elect Sylvie Kandé de Beaupuy Elect Sylvie Rucar	For For
		Employee Stock Purchase Plan Greenshoe	For For
		Ratification of the Co-option of Jay Walder Special Auditors Report on Regulated Agreements	For For
Amadeus Fire AG	17.05.2023 Germany	Stock Purchase Plan for Overseas Employees Allocation of Dividends	For For
		Amendments to Articles (Virtual General Meeting) Amendments to Articles (Virtual Participation of the Supervisory Board)	For Against
		Appointment of Auditor Ratify - Jan Hendrik Wessling	For Against
		Ratify Angelika Kappe	Against
		Ratify Annett Martin Ratify Björn Empting	Against Against
		Ratify Christian Maria Ribic Ratify Christoph Groß	Against Against
		Ratify Dennis Gerlitzki Ratify Heinrich Alt	For Against
		Ratify Michael Grimm Ratify Otto Kajetan Weixler	Against Against
		Ratify Robert von Wülfing Ratify Stefanie Mielast	For Against
		Ratify Thomas Surwald Ratify Ulrike Schweibert	For Against
		Ratify Ulrike Sommer Remuneration Report	Against Against
Amazon.com Inc.	24.05.2023 United States	Advisory Vote on Executive Compensation Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve 1 Year	Against For
		Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve 2 Years Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve 3 Years	Unvoted Unvoted
		Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation: Please Vote For On This Resolution To Approve For Abstain Amendment to the 1997 Stock Incentive Plan	Unvoted
		Elect Andrew R. Jassy	For For
		Elect Daniel P. Huttenlocher Elect Edith W. Cooper Elect Indra K. Noovi	For
		Elect Jamie S. Gorelick	For For
		Elect Jeffrey P. Bezos Elect Jonathan J. Rubinstein	Against For
		Elect Judith A. McGrath Elect Keith B. Alexander	Against For
		Elect Patricia Q. Stonesifer Elect Wendell P. Weeks	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
		Shareholder Proposal Regarding Report on Government Takedown Requests Shareholder Proposal Regarding Cost Benefit Analysis of DEI Programs	Against Against
		Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation Shareholder Proposal Regarding Formation of Public Policy Committee	For For
		Shareholder Proposal Regarding Hourly Associate Representation on the Board Shareholder Proposal Regarding Hourly Associate Representation on the Board Shareholder Proposal Regarding Just Transition Reporting	Against For
		Shareholder Proposal Regarding Lob Viralisuon Reporting Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against For
		Shareholder Proposal Regarding Report Evaluating Animal Welfare Standards	For
		Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Default Options Shareholder Proposal Regarding Report on Customer Des Diligence Shareholder Proposal Regarding Report on Customer Description of Contract and Report Proposal Regarding Report on Customer Description of Contract and Report Proposal Regarding Report of Contract and Report Proposal Regarding Report of Contract and Report of Contract and Report Report of Contract and Report of Contr	Against For
		Shareholder Proposal Regarding Report on Government Requests for Content and Product Removal Shareholder Proposal Regarding Report on Plastic Packaging	Against Against
		Shareholder Proposal Regarding Report on Tax Transparency Shareholder Proposal Regarding Report on Working Conditions	For For
		Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	For For
Ambu AS	13.12.2023 Denmark	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association Accounts and Reports	For For
		Allocation of Profits/Dividends Amendments to Articles	For For
		Appointment of Auditor Authority to Issue Shares w/ or w/o Preemptive Rights	For For
		Authorization of Legal Formalities Directors' Fees	For For
		Elect Christian Sagild Elect Jørgen Jensen as Chair of the Board	For For
		Elect Michael del Prado	For For
		Elect Shacey Petrovic as Vice-chair of the Board Elect Simon Hesse Hoffmann	For
		Elect Susanne Larsson Indemnification of Directors/Officers	For For
		Remuneration Policy Remuneration Report	Against Against
Amcor Plc	08.11.2023 Jersey	Advisory Vote on Executive Compensation Elect Achal Agarwal	For For
			For
		Elect Andrea E. Bertone Elect Arun Nayar	For

		Elect Lucrèce J.I. Foufopoulus-De Ridder	For
		Elect Nicholas T. Long Elect Ronald S. Delia	For
		Elect Susan K. Carter	For For
		Ratification of Auditor 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. Elect Christopher D. Young	For Against
		Elect Daniel L. Vasella Elect Deborah P. Majoras	Against Against
		Elect John J. Brennan	For
		Elect Karen L. Parkhill Elect Lisa W. Wardell	For For
		Elect Lynn A. Pike	For
		Elect Peter Chernin Elect Ralph de la Vega	Against Against
		Elect Stephen J. Squeri Elect Theodore J. Leonsis	For Against
		Elect Thomas J. Baltimore, Jr.	Against
		Elect Walter J. Clayton III Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor	For For
		Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests Shareholder Proposal Regarding Severance Approval Policy	For
Ameriprise Financial Inc	26.04.2023 United States	Advisory Vote on Executive Compensation Amendment to the 2005 Incentive Compensation Plan	Against For
		Elect Amy DiGeso	Against
		Elect Armando Pimentel, Jr. Elect Brian T. Shea	For Against
		Elect Christopher J. Williams Elect Dianne Neal Blixt	Against For
		Elect James M. Cracchiolo	For
		Elect Robert F. Sharpe, Jr. Elect W. Edward Walter III	Against For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For
AMGEN Inc.	19.05.2023 United States	Advisory Vote on Executive Compensation	For
		Elect Amy E. Miles Elect Brian J. Druker	Against For
		Elect Charles M. Holley, Jr. Elect Ellen J. Kullman	Against Against
		Elect Greg C. Garland	Against
		Elect Michael V. Drake Elect R. Sanders Williams	Against Against
		Elect Robert A. Bradway Elect Robert A. Eckert	For Against
		Elect Ronald D. Sugar	Against
		Elect S. Omar Ishrak Elect Tyler Jacks	For For
		Elect Wanda M. Austin	For 1 Year
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	Against
Analog Devices Inc.	08.03.2023 United States	Advisory Vote on Executive Compensation Elect Anantha P. Chandrakasan	Against For
		Lect Addré Andonian Elect Edward H. Frank	For
		Elect James A. Champy	For
		Elect Karen M. Golz Elect Kenton J. Sicchitano	For For
		Elect Laurie H. Glimcher	For
		Elect Mercedes Johnson Elect Ray Stata	For For
		Elect Susie Wee Elect Vincent Roche	For
		Frequency of Advisory Vote on Executive Compensation	1 Year
Annaly Capital Management Inc	17.05.2023 United States	Ratification of Auditor Advisory Vote on Executive Compensation	Against Against
		Decrease in Authorized Common Stock Elect David L. Finkelstein	For For
		Elect Eric A. Reeves	For
		Elect Francine J. Bovich Elect Glenn A. Votek	For
		Elect John H. Schaefer Elect Kathy Hopinkah Hannan	For For
		Elect Martin Laguerre	For
		Elect Michael Haylon Elect Thomas Hamilton	Against
		Elect Vicki Williams	For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For
Ansys Inc.	12.05.2023 United States	Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation	For
		Elect Ajei S. Gopal Elect Glenda M. Dorchak	For For
		Elect Robert M. Calderoni	For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
Aon plc	16.06.2023 United Kingdom	Repeal of Classified Board Advisory Vote on Executive Compensation	For For
Aon pic	10.00.2023 Offited Kingdom	Amendment to the 2011 Incentive Plan	For
		Appointment of Statutory Auditor Authority to Set Statutory Auditor's Fees	Against For
		Elect Adriana Karaboutis	For
		Elect Byron O. Spruell Elect CAI Jinyong	For For
		Elect Carolyn Y. Woo Elect Cheryl A. Francis	For
		Elect Fulvio Conti Elect Gloria Santona	For For
		Elect Gregory C. Case	For
		Elect Jeffrey C. Campbell Elect Lester B. Knight	Against Against
		Elect Richard C. Notebaert Elect Sarah E. Smith	For For
		Frequency of Advisory Vote on Executive Compensation	1 Year
Apple Inc	10.03.2023 United States	Ratification of Auditor Advisory Vote on Executive Compensation	Against For
		Elect Albert A. Gore Elect Alex Gorsky	For
		Elect Andrea Jung	For
		Elect Arthur D. Levinson Elect James A. Bell	For
		Elect Monica C. Lozano Elect Ronald D. Sugar	For For
		Elect Susan L. Wagner	For
		Elect Timothy D. Cook Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Civil Rights Audit	For Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For
		Shareholder Proposal Regarding Proxy Access Bylaw Amendment Shareholder Proposal Regarding Report on Corporate Operations with China	Against Against
Applied Materials Inc.	09.03.2023 United States	Shareholder Proposal Regarding Shareholder Engagement with the Board Advisory Vote on Executive Compensation	Against For
	55.65.E0E5 Officed States	Elect Aart J. de Geus	For
		Elect Alexander A. Karsner Elect Gary E. Dickerson	For For
		Elect Judy Bruner Elect Kevin P. March	For For
		Elect Rani Borkar	For
		Elect Scott A. McGregor Elect Thomas J. lannotti	For Against
		Elect Xun Chen Elect Yvonne McGill	For For
		Frequency of Advisory Vote on Executive Compensation	1 Year
		Trequesty or numsary You are accusive Compensation Radification of Auditor Shareholder Proposal Regarding Improvement of Executive Compensation Program	For For
Aptiv PLC	26.04.2023 Jersey	Ratification of Auditor	For

		Elect Ana G. Pinczuk Elect Colin J. Parris	
		Elect Joseph L. Hooley Elect Kevin P. Clark	
		Elect Merit E. Janow Elect Nancy E. Cooper	
		Elect Paul M. Meister Elect Richard L. Clemmer	
		Elect Robert K. Ortberg Elect Sean O. Mahoney	
Arista Networks Inc	14.06.2023 United States	Advisory Vote on Executive Compensation Elect Douglas Merritt	
		Elect Lewis Chew Elect Mark B. Templeton	
ASM International NV	15.05.2023 Netherlands	Ratification of Auditor Accounts and Reports	
		Allocation of Dividends Appointment of Auditor	
		Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares	
		Authority to Suppress Preemptive Rights Management Board Remuneration Policy	
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
ASML Holding NV	26.04.2023 Netherlands	Remuneration Report Accounts and Reports	
• • • • • • • • • • • • • • • • • • • •		Allocation of Dividends Appointment of Auditor	
		Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares Authority to Repurchase Shares	
		Authority to Suppress Preemptive Rights	
		Cancellation of Shares Elect Jack P. de Kreij to the Supervisory Board	
		Elect Nils Andersen to the Supervisory Board Long-Term Incentive Plan; Authority to Issue Shares	
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
		Remuneration Report Supervisory Board Fees	
ASR Nederland NV	17.01.2023 Netherlands	Supervisory Board Remuneration Policy Authority to Issue Shares w/ Preemptive Rights	
		Authority to Suppress Preemptive Rights Business Combination with Aegon Nederland	
		Elect Daniëlle Jansen Heijtmajer to the Supervisory Board Elect Lard Friese to the Supervisory Board	
	31.05.2023 Netherlands	Elect Late rivise to the Supervisory Board Opportunity to Make Recommendations on the Supervisory Board Accounts and Reports	
	31.03.2023 Netherlands	Allocation of Dividends	
		Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares	
		Authority to Suppress Preemptive Rights Cancellation of Shares	
		Elect Gerard van Olphen to the Supervisory Board Elect Gisella van Vollenhoven to the Supervisory Board	
		Individual Exception to the Remuneration Policy (CEO) Management Board Remuneration Policy	
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
		Remuneration Report Supervisory Board Remuneration Policy	
Astellas Pharma Inc.	22.06.2023 Japan	Elect Eriko Sakurai	
		Elect Katsuyoshi Sugita Elect Kenji Yasukawa	
		Elect Masahiro Miyazaki Elect Naoki Okamura	
		Elect Rie Akiyama as Audit Committee Director Elect Takashi Tanaka	
Aumann AG	15.06.2023 Germany	Elect Yoichi Ono Allocation of Dividends	
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	
		Appointment of Auditor Ratification of Management Board Acts	
		Ratification of Supervisory Board Acts Remuneration Report	
Aurubis AG	16.02.2023 Germany	Allocation of Profits/Dividends Amendments to Articles (Miscellaneous)	
		Amendments to Articles (Supervisory Board Appointment Term) Amendments to Articles (Supervisory Board remuneration)	
		Amendments to Articles (Virtual AGM)	
		Appointment of Auditor Authority to Repurchase and Reissue Shares	
		Elect Fritz Vahrenholt Elect Gunnar Groebler	
		Elect Kathrin Dahnke Elect Markus Kramer	
		Elect Sandra Reich Elect Stephan Krümmer	
		Management Board Remuneration Policy Ratification of Management Board Acts	
		Ratification of Supervisory Board Acts Remuneration Report	
AUTO1 Group	07.06.2023 Germany	Stock Option Plan; Increase in Conditional Capital Amendments to Articles (Virtual General Meeting)	
		Appointment of Auditor	
		Elect Martine Gorce Momboisse as Supervisory Board Member Management Board Remuneration Policy Management Advances and Ad	
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
Autodesk Inc.	21.06.2023 United States	Remuneration Report Advisory Vote on Executive Compensation	
		Elect Andrew Anagnost Elect Ayanna M. Howard	
		Elect Blake J. Irving Elect Elizabeth S. Rafael	
		Elect Karen Blasing Elect Lorrie M. Norrington	
		Elect Mary T. McDowell Elect Ranim	
		Elect Raid French Elect Stary J. Smith	
		Elect Stephen D. Milligan	
Automotic Date Dec		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	
Automatic Data Processing Inc.	08.11.2023 United States	Advisory Vote on Executive Compensation Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve 1 YEAR	
		Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve 2 YEARS Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve 3 YEARS	
		Advisory vote on the frequency of the executive compensation advisory vote: please vote on this resolution to approve for ABSTAIN Elect Carlos A. Rodriguez	
		Elect David V. Goeckeler Elect Francine S. Katsoudas	
		Elect John P. Jones Elect Linnie M. Haynesworth	
		Elect Maria Black Elect Nazzic S. Keene	
		Elect Nazzes S. Neene Elect Peter E. Bisson Elect Sandra S. Wijnberg	
		Elect Scott F. Powers	
		Elect Thomas J. Lynch Elect William J. Ready	
Autozone Inc.	20.12.2023 United States	Ratification of Auditor Advisory Vote on Executive Compensation	
		Elect Brian Hannasch Elect D. Bryan Jordan	
		Elect Earl G. Graves, Jr. Elect Enderson Guimaraes	
		Elect Gale V. King	
		Elect George R. Mrkonic, Jr.	

		Floral Michael A. Course	For
		Elect Michael A. George Elect William C. Rhodes, III Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Abstain	For For Unvoted
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	For Unvoted
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years Ratification of Auditor	Unvoted Against
Avalonbay Communities Inc.	24.05.2023 United States	Advisory Vote on Executive Compensation Elect Benjamin W. Schall	For For
		Elect Charles E. Mueller, Jr. Elect Christopher B. Howard	For For
		Elect Glyn F. Aeppel Elect Nnema Lynch	Against For
		Elect Richard J. Lieb Elect Ronald L. Havner, Jr. Elect Stephen P. Hills	For For
		Elect Susan Swanezy Elect Terry S. Brown	Against Against
		Elect Timothy J. Naughton Elect W. Edward Walter III	For Against
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
Aviva Plc	04.05.2023 United Kingdom	Appointment of Auditor	For For
		Approval of the Company's Climate-related Financial Disclosure Authorisation of Political Donations	For For
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights	For For For
		Authority to Repurchase 8 3/4% Preference Shares Authority to Repurchase 8 3/8% Preference Shares	For For
		Authority to Repurchase Shares Authority to Set Auditor's Fees	For For
		Authority to Set General Meeting Notice Period at 14 Days Elect Amanda J. Blanc	For For
		Elect Andrea Blance Elect Charlotte C. Jones	For For
		Elect George Culmer Elect Jim McConville	For For
		Elect Michael Craston Elect Michael Mire	For For For
		Elect Mohit Joshi Elect Patrick Flynn	For For
		Elect Pipps Lambert Elect Shonaid Jemmett-Page	For For
		Final Dividend Reduction in Capital Redemption Reserve	For For
Ave		Reduction in Share Premium Account Remuneration Report	For For
Axa	27.04.2023 France	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022) 2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022) 2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	For For
		2022 Remuneration of Thomas Buberl, CEO 2022 Remuneration Pelory 2023 Remuneration Policy (Board of Directors)	Against For For
		2023 Remuneration Policy (CEO) 2023 Remuneration Policy (Chair)	For For
		Accounts and Reports Allocation of Profits/Dividends	For For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For For
		Authority to Increase Capital in Case of Exchange Offers Authority to Increase Capital in Consideration for Contributions In Kind	For For
		Authority to Increase Capital Through Capitalisations Authority to Issue Shares and Convertible Debt Through Private Placement	For For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights Authority to Issue Shares and Convertible Debt w/o Preemptive Rights Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For For
		Authority to Issue shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries Authority to Repurchase and Reissue Shares Authority to Repurchase and Reissue Shares	For For
		Authority to repart the control of t	For For
		Employee Stock Purchase Plan Special Auditors Report on Regulated Agreements	For For
Baader Bank AG	06.07.2023 France	Stock Purchase Plan for Overseas Employees Allocation of Profits/ Dividends	For For
		Amendments to Articles (Virtual AGM and Supervisory Board Participation) Appointment of Auditor	Against For
		Election of Supervisory Board (slate) Ratification of Management Board Acts Ratification of Supervisory Board Acts	Against For For
Banco Bilbao Vizcaya Argentaria.	16.03.2023 Spain	Accounts and Reports Allocation of Profits/Dividends	For For
		Authorisation of Legal Formalities Authority to Cancel Treasury Shares and Reduce Capital	For For
		Elect Ana Leonor Revenga Shanklin Elect Carlos Salazar Lomelín	For For
		Elect Lourdes Máiz Carro Elect Raúl Catarino Galamba de Oliveira	For For
		Elect Sonia Dulá Maximum Variable Pay Ratio	For For
		Ratification of Board Acts Remuneration Policy Remuneration Report	For For
Bank Of New York Mellon Corp	12.04.2023 United States	Reminieraturi regoir Report on No-Financial Information Advisory Vote on Executive Compensation	For For
	12.04.2023 Office states	Approval of the 2023 Long-Term Incentive Plan Elect Alfred W. Zollar	For For
		Elect Elizabeth E. Robinson Elect Frederick O. Terrell	For For
		Elect Jeffrey A. Goldstein Elect Joseph J. Echevarria	For For
		Elect K. Guru Gowrappan Elect Linda Z. Cook	For For
		Elect M. Amy Gilliland Elect Ralph Izzo	For For
		Elect Robin A. Vince Elect Sandie O'Connor Frequency of Advisory Vote on Executive Compensation	For For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Severance Approval Policy	For Against
Bank Of Nova Scotia	04.04.2023 Canada	Advisory Vote on Executive Compensation Appointment of Auditor	For Withhold
		Elect Aaron W. Regent Elect Benita M. Warmbold	For For
		Elect Calin Rovinescu Elect Daniel H. Callahan	For For
		Elect Guillermo E. Babatz Elect L. Scott Thomson	For For
		Elect Lynn K. Patterson Elect Michael D. Penner Elect Mora A. Aufreiter	For For
		Elect Nora A. Aufreiter Elect Scott B. Bonham Flort Una M. Drower	For For
		Elect Una M. Power Elect W. Dave Downich Shareholder Proposal Regarding Report on Client Net-Zero Transition Plans	For For Against
Basf SE	27.04.2023 Germany	Shareholder Proposal Regarding Say on Climate Allocation of Dividends	Against Against Against
	Genony	Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Participation of Shareholders)	Abstain For
		Amendments to Articles (Virtual Participation of Supervisory Board Members) Appointment of Auditor	Abstain For
		Ratification of Management Board Acts	Abstain Abstain
		Ratification of Supervisory Board Acts	
Basler AG	26.05.2023 Germany	Ratification of Supervisory Board Acts Remuneration Report Allocation of Dividends Amendments to Articles (Supervisory Board Remuneration Schedule)	For For

		Authority to Repurchase and Reissue Shares Ratify Alexander Temme Ratify Alexander Temme	For For
		Ratify Direthra Ley Ratify Dorothea Brandes	For Against
		Ratify Eckart Kottkamp Ratify Hardy Mehl	Against For
		Ratify Horst W. Garbrecht Ratify Lennart Schulenburg Ratify Grimm	Against Against Against
		Ratify Mirgi Steinkamp Ratify Norbert Basler	Against Against
Baxter International Inc.	02.05.2023 United States	Remuneration Report Advisory Vote on Executive Compensation	Against Against
		Elect Amy M. Wendell Elect Brent Shafer	For For
		Elect Catherine R. Smith Elect Catherine R. Smith Elect Lose E. Almeida Elect José E. Almeida	Against For
		Elect Video E. Amielius Elect Michael E. Mahoney Elect Nancy M. Schlichting	For For
		Elect Patrick Morrison Elect Patrick Morrison	For Against
		Elect Stephen N. Oesterle Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Shareholder Proposal Regarding Severance Approval Policy	Against Against Against
Bayer AG	28.04.2023 Germany	Anditional or Imposan regarding severalize reputivity Additional or Manded Shareholf Proposals Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against For
		Amendments to Articles (Virtual AGM) Appointment of Auditor	For For
		Elect Kimberly Lein-Mathisen Elect Norbert Winkeljohann	For For
		Presentation of Accounts and Report; Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Bayerische Motoren Werke AG	11.05.2023 Germany	natinication of Supervisor Beart Allocation of Dividends	For Against For
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual General Meeting)	Against For
		Appointment of Auditor Elect Kurt Bock as Supervisory Board Member	For For
		Ratification of Management Board Acts Ratify André Mandl Ratify André Mandl	For For
		Ratify Anne Schaferkordt Ratify Bernhard Elber Ratify Christiane Benner	For For
		Ratify Christoph M. Schmidt Ratify Dominique Mohabeer	For For
		Ratify Gerhard Kurz Ratify Heinrich Hiesinger	For For
		Ratify Jens Köhler Ratify Johann Horn Ratify Kurt Bock	For For
		Ratify Marce Stoch Ratify Marce Sitzer	For For
		Ratify Norbert Reithofer Ratify Rachel Empey	For For
		Ratify Silvylle Wankel Ratify Stefan Quandt Ratify Stefan Schmid	For For
		Ratify Susanne Klatten Ratify Thomas Wittig	For For
		Ratify Vishal Sikka Ratify Werner Zierer	For For
Bechtle AG	25.05.2023 Germany	Remuneration Report Allocation of Dividends	For For
		Amendments to Articles (Supervisory Board) Amendments to Articles (Technical Amendment)	Against For For
		Appointment of Auditor Elect Elke Reichart	For For
		Elect Elmar König Elect Klaus Straub	Against Against
		Elect Klaus Winkler Elect Kurt Dobitsch Elect Lars Grünert	Against Against Against
		Elect Sandra Stegmann Elect Thomas Hess	For Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
Befesa S.A.	15.06.2023 Luxembourg	Remuneration Report Allocation of Dividends Application of Auditor	Against For For
		Apporuntment of Auditor Approval of Crossidated Financial Statements Approval of Standalone Financial Statements	For For
		Management Board Remuneration Policy Non-Executive Directors' Fees	For For
		Ratification of Board Acts Remuneration Report	For Against
Beiersdorf AG	13.04.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual General Meetings)	For Abstain
		Amenoments to Articles (virtual ceneral invectings) Appointment of Auditor Elect Beartice Dreyfus as Substitute Member	For For
		Elect Uta Kemmerich-Keil Ratification of Management Board Acts	For For
Page Halding Ag	27.00.2022 -	Ratification of Supervisory Board Acts Remuneration Report	Against Against
Beno Holding Ag	27.09.2023 Germany	Appointment of Auditor Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Bertrandt AG	22.02.2023 Germany	Allocation of Profits/Dividends Amendments to Articles (Virtual AGM)	For Abstain
		Appointment of Auditor Authority to Repurchase and Reissue Shares	For Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report	For Against
Bijou Brigitte Mod. Access. AG	20.06.2023 Germany	Remuneration Report Allocation of Dividends Amendments to Articles (Chair of the General Meeting)	Against For For
		Amendments to Articles (Supervise an Weeting) Amendments to Articles (Supervise Amendments to Articles (Virtual AGM)	For For
		Amendments to Articles (Virtual Participation of Supervisory Board Members) Appointment of Auditor	Against For
		Elect Claus-Matthias Böge as Supervisory Board Member Management Board Remuneration Policy Management Board Remuneration Policy	Against Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report	For Against Against
		Supervisory Board Remuneration Policy	For For
Bilfinger SE	20.04.2023 Germany	Allocation of Dividends	
Bilfinger SE	20.04.2023 Germany	Amendments to Articles Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For For
Biffinger SE	20.04.2023 Germany	Amendments to Articles Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual General Meeting) Appointment of Auditor	For For
Billinger SE	20.04.2023 Germany	Amendments to Articles Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual General Meeting) Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase Amera Using Equity Derivatives	For For For For
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Bilfinger SE Blackrock inc.	20.04.2023 Germany 20.04.2023 Germany 24.05.2023 United States	Amendments to Articles Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual General Meeting) Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase Shares Using Equity Derivatives Increase in Authorised Capital Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Report Advisory Vote on Executive Compensation Elect Bader M. Alaxad	For For For For Against Against For For Against For For Against For For Against
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		Elect Kristin C. Peck	For
		Elect Laurence D. Fink Elect Marco Antonio Slim Domit	For
		Elect Margaret "Peggy" L. Johnson	For
		Elect Mark Wilson Elect Murry S. Gerber	For
		Elect Pamela Daley Elect Robert S. Kapito	Against For
		Elect Susan L. Wagner	For
		Elect William E. Ford Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Civil Rights Audit	Against Against
		Shareholder Proposal Regarding Report on Material Risks of iShares ETF	Against
Blue Cap AG	23.06.2023 Germany	Shareholder Proposal Regarding Report on Pension Fund Clients' Investment Returns Allocation of Profits/Dividends	Against For
		Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Virtual AGM)	Against For
		Appointment of Auditor	For
		Ratification of Management Board Acts Ratify Freya Oehle	For
		Ratify Henning von Kottwitz Ratify Kirsten Lange	For
		Ratify Michael Schieble	For
		Ratify Michel Luc Galeazzi Ratify Peter Bräutigam	For For
BNP Paribas	16.05.2023 France	Ratify Stephan Werhahn 2022 Remuneration of Identified Staff	For
		2022 Remuneration of Jean Lemierre, Chair 2022 Remuneration of Jean-Laurent Bonnafé, CEO	For For
		2022 Remuneration of Thierry Laborde, Deputy CEO	For
		2022 Remuneration of Yann Gérardin, Deputy CEO 2022 Remuneration Report	For
		2023 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (CEO and Deputy CEOs)	For For
		2023 Remuneration Policy (Chair)	For
		Accounts and Reports; Non Tax-Deductible Expenses Allocation of Profits/Dividends	For
		Amendment Regarding the Chair's Age Limit	For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For
		Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement Authority to Repurchase and Reissue Shares	For
		Consolidated Accounts and Reports Election Monique Cohen	For
		Election of Daniela Schwarzer	For
		Election of Jacques Aschenbroich Election of Jean Lemierre	For
		Employee Stock Purchase Plan	For
Booking Holdings Inc	06.06.2023 United States	Special Auditors Report on Regulated Agreements Advisory Vote on Executive Compensation	For
		Elect Charles H. Noski Elect Glenn D. Fogel	For
		Elect Joseph "Larry" Quinlan Elect Lynn M. Vojvodich Radakovich	For For
		Elect Mirian M. Graddick-Weir	For
		Elect Nicholas J. Read Elect Robert J. Mylod Jr.	For Withhold
		Elect Sumit Singh Elect Thomas E. Rothman	For For
		Elect Vanessa A. Wittman	For
		Elect Wei Hopeman Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Severance Approval Policy	Against Against
Boston Scientific Corp.	04.05.2023 United States	Advisory Vote on Executive Compensation	For
		Elect Charles J. Dockendorff Elect David J. Roux	For Against
		Elect David S. Wichmann Elect Edward J. Ludwig	Against Against
		Elect Ellen M. Zane	Against
			Against Against For
		Elect Ellen M. Zane Elect John E. Sununu Elect John E. Mahoney Elect Michael E. Mahoney Elect Nichael E. Ocnnors	Against For For
		Elect Ellen M. Zane Elect John E. Sununu Elect Michael F. Mahoney Elect Medal J. Connors Elect World S. Johnson Elect World S. Johnson Elect Vooliabl Fujimori Frequency of Advisory Vote on Executive Compensation	Against For For I Year
Bouygues	27.04.2023 France	Elect Ellen M. Zane Elect John E. Sununu Elect Michael F. Mahoney Elect Media J. Connors Elect Vedia J. Connors Elect Vedia J. Gonors Elect Vedia J. Waldsory Vote on Executive Compensation Ratification of Auditor 2022 Remuneration of Edward Bouygues, Deputy CEO	Against For For
Bouygues	27.04.2023 France	Elect Ellen M. Zane Elect John E. Sumun Elect Michael F. Mahoney Elect Michael F. Mahoney Elect World J. Connors Elect Visitable Fujimori Frequency of Advisory Vote on Executive Compensation Ratification of Adultor 2022 Remuneration of Edward Bourgues, Deputy CEO 2022 Remuneration of Martin Bourgues, Chair	Against For For For 1 Year Against Against For
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Brambles Ltd	12.10.2023 Australia	Elect Ellem M. Zame Elect Michael F. Mahoney Elect Volabials Fujimori Frequency of Advisory Vote on Executive Compensation Ratification of Auditor 2022 Remuneration of Edward Bouygues, Deputy CEO 2022 Remuneration of Martin Bouygues, Chair 2022 Remuneration of Oliver Rouset, CEO 2022 Remuneration of Oliver Rouset, CEO 2022 Remuneration of Oliver Rouset, CEO 2023 Remuneration of Policy (Economy Ceonomy Ceo	Against For
Brambles Ltd	12.10.2023 Australia	Elect Islan E. Sumun Elect Michael F. Mahoney Elect Wichael F. Mahoney Elect Worlaid Fujimori Frequency of Advisory Orde on Executive Compensation Ratification of Auditor 2022 Remuneration of Edward Bouygues, Deputy CEO 2022 Remuneration of Edward Bouygues, Deputy CEO 2022 Remuneration of Mirrin Bouygues, Chair 2022 Remuneration of Diviner Roussat, ECO 2023 Remuneration Policy (Econ and Deputy CEO) 2023 Remuneration Policy (Econ Roussell Policy CEO) 202	Against For
Brambles Ltd	12.10.2023 Australia	Elect Elem K. Zomumu Elect Michael F. Mahoney Elect Michael F. Mahoney Elect Worlaki Fujimori Frequency of Advisory Vate on Executive Compensation Ratification of Auditor 2022 Remuneration of Edward Bouygues, Deputy CEO 2022 Remuneration of Martin Bouygues, Chair 2022 Remuneration of Martin Bouygues, Chair 2022 Remuneration of Oliver Rouses, CEO 2022 Remuneration Policy (CEO and Deputy CEOs) 2023 Emmuneration Policy (CEO and Security CEO and Deputy CEOs) 2023 Emmuneration Policy (CEO and Security CEO and Deputy CEOs) 2023 Emmuneration Policy (CEO and CEO and C	Against For
Brambles Ltd	12.10.2023 Australia	Elect Elem M. Zame Elect John E. Summun Elect Michael F. Mahoney Elect Neblas I. Gromons Elect Yoshiaki Fujimori Frequency of Advisory Vote on Executive Compensation Ratification of Auditor 2022 Remuneration of Edward Boorgues, Deputy CEO 2022 Remuneration of Edward Boorgues, Chair 2022 Remuneration of Michino Suppuse, Chair 2022 Remuneration of Michino Suppuse, Chair 2022 Remuneration of Michino Suppuse, Chair 2022 Remuneration of Michino Oscopia, Chair 2023 Remuneration of Michino Suppuse, Chair 2023 Remuneration Report 2024 Remuneration Report 2025 Remuneration Report 2026 Remuneration Report 2026 Remuneration Report 2026 Remuneration Report 2027 Remuneration Report 2028 Remuneration	Against For
Brambles Ltd	12.10.2023 Australia	Elect John E. Summu Elect Michael F. Mahoney Elect Nebia J. Cromors Elect Volhald Figlinori Frequency of Ankroy Volte on Executive Compensation Natification of Auditor Natification of Pacification of Marin Booyages, Chipu of Natification of Marin Booyages, Chipu of Natification of Marin Booyages, Chipu of Natification of Pacification of Marin Booyages, Chipu of Natification of Pacification of Pacification of Natification of Pacification of Pacification of Natification of Pacification of Open Deputy ECOs 2023 Remuneration Policy (Clot and Openaty ECOs) 2023 Remuneration Policy (Clot and Openation Opena	Against For
Brambles Ltd Branicks Group AG	12.10.2023 Australia 30.03.2023 Germany	Elect John S. Sumun Elect Michael F. Mahoney Elect Nichael F. Comors	Against For
Brambles Ltd Branicks Group AG	12.10.2023 Australia 30.03.2023 Germany	Bete Iden M. Zame Bete Michael F. Mahoney Bete Michael F. Mahoney Bete Michael F. Mahoney Bete Michael F. Mahoney Bete Michael F. Gromms Bete Michael F. Mahoney Bete Michael F. Gromms Bete Bete Michael F. Gromms Bete Bete Bete Michael F. Gromms Bete Bete Bete Bete Bete Bete Bete Bete	Against For
Brambles Ltd Branicks Group AG	12.10.2023 Australia 30.03.2023 Germany	Elect John S. Sumun Elect Michael F. Mahoney Elect Notical F. Comors Elect You S. Comors	Against For
Brambles Ltd Branicks Group AG	12.10.2023 Australia 30.03.2023 Germany	Elect Elect A. Zane Elect Michael F. Mulhorey Elect Michael F. Culmons Erspenser of Advisory Vote on Essective Compensation Ratification of Advisory Vote on Essective Compensation Ballication of Advisory Vote on Essective Compensation Ballication of Advisory Vote on Essective Compensation Ballication of Michael Bouges, Deputy CEO 2022 Remuneration of Michael Bouges, Chair 2023 Remuneration of Michael Bouges, Chair 2023 Remuneration of Policy Rossas (ELO 2023 Remuneration of Policy Compensation Ballication of Policy (Elo and Epity Eloyal Compensation) 2023 Remuneration Policy (Elo and Epity Eloyal Compensation) 2023 Remuneration Policy (Eloyal Advisory Eloyal Compensation) 2023 Remuneration Policy (Eloyal Compensation) Accounts and Report Policy (Eloyal Compensation) Authority to Grant Stock Options Authority to Grant Stock Options Authority to Increase Capital in Case of Eschange Offers Authority to Increase Capital in Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Case of Eschange Offers Authority to Increase Capital In Cas	Against For
Brambles Ltd Branicks Group AG	12.10.2023 Australia 30.03.2023 Germany	Elect Eline M. Zame Blect Michael F. Mahoney Blect Michael F. Cambons Blect Michael F. Mahoney Bert Neda J. Cortons Frequency of Advisory Veter on Executive Compensation Ratification of Advisory Veter on Executive Compensation Ratification of Advisory Veter on Executive Compensation Baltification of Martin Booyages, Depuly CEO 2022 Remuneration of Martin Booyages, Chair 2022 Remuneration of Martin Booyages, Chair 2023 Remuneration of Martin Booyages, Chair 2023 Remuneration of Policy Rossaf, CEO 2023 Remuneration of Policy Rossaf, CEO 2023 Remuneration Policy (Bard of Directors) 2023 Remuneration Policy (Ceo and Operty CEO) 2024 Remuneration Policy (Ceo and Operty CEO) 2025 Remuneration Policy (Ceo and Operty CEO) 2026 Remuneration Policy (Ceo and Operty CEO) 2027 Remuneration Policy (Ceo and Operty CEO) 2028 Remuneration Policy (Ceo and Operty CEO) 2029 Remuneration Policy (Ceo and Operty CEO) 2020 Remuneration Policy (Ceo and Operty CEO) 2020 Remuneration Policy (Ceo and O	Against For
Brambles Ltd Branicks Group AG	12.10.2023 Australia 30.03.2023 Germany	Elect Simber Summa Elect Mohade F. Mathonay Elect Youhale F. Ingrenor Frequency of Advisory Vote on Elective Compensation Electrochical Compe	Against For
Brambles Ltd Branicks Group AG Brenntag SE	12.10.2023 Australia 30.03.2023 Germany	Elect Sinch Sumus Elect Michael F. Mathons Elect Michael F. Mathons Elect Michael F. Mathons Elect Sinchael F. Mathons Elect Sinchael F. Mathons Elect Yorkhael F. Mathons Elect	Against For
Brambles Ltd Branicks Group AG	12.10.2023 Australia 30.03.2023 Germany	Elect Bink A Source Elect Windows F. Mahmory Elect Michael F. Mahmory Elect Windows F. Mahmory Elect Windows F. Mahmory Erespung of Advisory Vide to Executive Compensation Ratification of Audious Vide to Executive Compensation Ratification of Audious Vide Compensation 2022 Remuneration of Edward Storygues, Spepty CEO 2022 Remuneration of Edward Storygues, Spepty CEO 2023 Remuneration of Windows Edward Compensation 2023 Remuneration of Windows Edward Compensation 2023 Remuneration of Policy Edward Compensation 2023 Remuneration Policy Edward Of Edward Compensation 2023 Remuneration Policy Edward Of Edward Compensation 2023 Remuneration Policy Edward Compensation 2023 Remuneration Policy (Edward Compensation 2023 Remuneration Remuneration Policy 2024 Remuneration Remuneration Policy 2024 R	Against For

		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	For For
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	For For
		Elect Alastair Hughes Elect Bhavesh Mistry	For
		Elect Irvinder Goodhew Elect Larra Wade-Gery Elect Loraine Woodhouse	For For
		Elect Vm Gladden Elect Mark Aedy	For
		Elect Preben Prebensen Elect Simon Carter	For For
		Elect Tim Score Final Dividend	Again For
		Long-Term Incentive Plan Remuneration Report	For For
Cadence Design Systems, Inc.	04.05.2023 United States	Savings-Related Share Option Scheme Advisory Vote on Executive Compensation	For
		Amendment to the Omnibus Equity Incentive Plan Elect Alberto Sangiovanni-Vincentelli Elect Albraudh Devgan	For For
		Elect I am M. Brennan Elect James D. Plummer	Again
		Elect John B. Shoven Elect Julia Liuson	For
		Elect Lewis Chew Elect Mark W. Adams	For For
		Elect Mary L. Krakauer Elect Young K. Sohn	Agai For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Ye
Canadian Pacific Kansas City Limited	15.06.2023 Canada	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings Advisory Vote on Approach to Climate Change Advisory Vote on Executive Compensation	Agai For For
		Appointment of Auditor Elect Andrea Robertson	For
		Elect Antonio Garza Elect David Garza-Santos	For For
		Elect Edward R. Hamberger Elect Gillian H. Denham	For For
		Elect Gordon T. Trafton Elect Henry J. Maier	For For
		Elect Isabelle Courville Elect Jane L. Peverett	Agai
		Elect Jane H. Kennedy Elect John Baird Elect Keith E. Creel	For For
Cancom SE	14.06.2023 Germany	Elect Matthew H. Paull Allocation of Dividends	For Agai
California D	14.00.2023 definiting	Amendments to Articlies (Supervisory Board Meetings) Amendments to Articles (Virtual Shareholder Meetings)	For
		Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
		Elect Swantje Schulze as Supervisory Board Member Increase in Authorised Capital	For For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Agai
Capgemini	16.05.2023 France	Remuneration Report Supervisory Board Remuneration Policy	Agai For
Capgellilli	16.05.2025 France	2022 Remuneration of Alama Ezat, CEO 2022 Remuneration of Paul Hermelin, Chair 2022 Remuneration Report	For For
		2023 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (CEO)	For
		2023 Remuneration Policy (Chair) Accounts and Reports	For For
		Allocation of Profits/Dividends Authorisation of Legal Formalities	For For
		Authority to Issue Performance Shares Authority to Repurchase and Reissue Shares	For For
		Consolidated Accounts and Reports Elect Megan Clarken	For
		Elect Ulrica Fearn Employee Stock Purchase Plan Special Auditors Report on Regulated Agreements	For For
Carl Zeiss Meditec A G	22.03.2023 Germany	Special multitus in Report on Irregulated representations Stock Purchase Plan for Overseas Employees Allocation of Dividends	For
		Amendments to Articles Amendments to Articles (Supervisory Board Participation)	For For
		Amendments to Articles (Virtual Meetings) Appointment of Auditor	Aga For
		Elect Christian Müller Elect Isabel De Paoli	For For
		Elect Karl Lamprecht Elect Peter Kameritsch	For
		Elect Taria von der Goltz Elect Torsten Reitze Management Board Remuneration Policy	For
		Twallagement board Nethiolies about Pulicy Ratification of Management Board Acts Ratification of Supervisory Board Acts	Aga For For
Carlyle Group Inc (The)	30.05.2023 United States	Resultation of Juggerspoor Descriptions Remuneration Report Advisory Vote on Executive Compensation	Aga
		Amendment to the 2012 Equity Incentive Plan Elect Anthony Welters	For
		Elect Lawton W. Fitt Elect Mark S. Ordan	With
		Elect William E. Conway, Jr. Ratification of Auditor	With
		Repeal of Classified Board Shareholder Proposal Regarding Simple Majority Vote	For
Carrefour	26.05.2023 France	2022 Remuneration of Alexandre Bompard, Chair and CEO 2022 Remuneration Report	Agai
		2023 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (Chair and CEO) Accounts and Reports	For Agai
		Allocation of Profits/Dividends Appointment of Auditor (Mazars)	For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For For
		Authority to Increase Capital in Consideration for Contributions in Kind Authority to Increase Capital Through Capitalisations	For For
		Authority to Issue Performance Shares Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Agai For
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights Authority to Issue Shares and/or Convertible Debt Through Private Placement	For
		Authority to Repurchase and Reissue Shares Consolidated Accounts and Reports Elect Alexandre Pierre Alain Bompard	For For
		Lietz Markandre Herre Alain Bomparo Elett Marie-Laure Sauty de Chalon Employee Stock Purchase Plan	For For
		Employee Nock Purchase vian Greenshoe Opinion on the Company's Scope 3 Initiatives	For For
		Opinion on the Company's scope's Interactives Special Auditors Report on Regulated Agreements Stock Purchase Plan for Overseas Employees	For
	18.05.2023 United States	Journal of The Theorem Control of Theorem Control	Aga
CDW Corp.			Aga
CDW Corp.		Amendment to Articles Regarding Officer Exculpation Elect Anthony R. Foxx	For
CDW Corp.		Amendment to Articles Regarding Officer Excupation Elect Anthony R. Foox Elect Orbitsine A. Leahy Elect David W. Nelms	For For
CDW Corp.		Amendment to Articles Regarding Officer Excupation Elect Anthony R. Foox Elect Orbitishe A. Leahy Elect David W. Nelms Elect Downa F. Zarcone Elect David W. A Bell	For For For Again
CDW Corp.		Amendment to Articles Regarding Officer Excupation Elect Anthony R. Foox Elect Orhistine A. Leahy Elect David W. Nelms Elect Doorna F. Zarcone Elect James A. Bell Elect Joseph R. Swedidh Elect Joseph R. Swedidh Elect Joseph R. Swedidh	For For For Again For
CDW Corp.		Amendment to Articles Regarding Officer Exculpation Elect Anthony R. Foox Elect Christine A. Leahy Elect David W. Nelms Elect David W. Nelms Elect David W. Selms Elect David W. Relms Elect David W.	For For For Again

		Ratification of Auditor	For
Cenit AG	17.05.2023 Germany	Allocation of Dividends	For
		Amendments to Articles (Virtual General Meeting) Appointment of Auditor	For
		Elect Rainer-Christian Koppitz	Against
		Elect Regina Weinmann	For
		Increase in Authorised Capital Ratification of Management Board Acts	Against
		Natification of Warnagement Board Acts Ratification of Supervisory Board Acts	For
		Remuneration Report	Against
		Supervisory Board Remuneration Policy	For
Centene Corp.	10.05.2023 United States	Advisory Vote on Executive Compensation Elect Christopher J. Coughlin	Against
		Lies Consumer 2 Congriner Elect Fredrick H. Eppinger	For
		Elect H. James Dallas	For
		Elect Jessica L. Blume	For
		Elect Kenneth A. Burdick Elect Lori J. Robinson	For
		Elect Monte E. Ford	For
		Elect Sarah M. London	For
		Elect Theodore R. Samuels, II	For
		Elect Wayne S. DeVeydt Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor	For
		Shareholder Proposal Regarding Report on Linking Executive Pay to Maternal Morbidity Metrics	For
CEWE Stiftung & Co. KGaA	07.06.2023 Germany	Shareholder Proposal Regarding Severance Approval Policy Accounts and Reports	Against
CEWE Stilling & CO. KGBA	07.06.2023 Germany	ALCOUNTS arto Reports Allocation of Dividends	For
		Amendments to Articles (Virtual AGM)	Against
		Appointment of Auditor	For
		Elect Birgit Venmer	For
		Elect Christiane Hipp 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 Remuneration Report	Against Against
Check Point Software Technologies	03.08.2023 Israel	Amend NED Compensation Arrangements	For
		Approve CEO Compensation	For
		Elect Gil Shwed	For
		Elect Jill D. Smith	For
		Elect Ray Rothrock as Outside Director	For
		Elect Shai Weiss	For
		Elect Tal Shavit	For
		Elect Zipora Ozer-Armon Ratification of Auditor	For Against
Cherry SE	17.05.2023 Germany	Amendments to Articles (Limitations of Speeches and Questions)	For
	Jermany	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
		Amendments to Articles (Virtual Shareholder Meetings)	For
		Appointment of Auditor (FV 2023) Appointment of Auditor (EV 2023) Appointment of Auditor (EV 2023)	For
		Approintment of Auditor for Interim Statements Approval of Profit-and-Loss Transfer Agreement with Cherry Peripherals GmbH	For
		Approva or Protection-Cost Transfer agreement with Cherry Peripherals Smith	For
		Elect Dino Sawaya	For
		Elect Heather L. Faust	For
		Elect James Burns Elect Joachim Coers	For
		Elect Marcel Stolk	For
		Elect Steven M. Greenberg	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	For
Chr. Hansen Holding	30.03.2023 Denmark	Remuneration Report Amendments to Articles (Financial Year)	For
•	30.03.2023 Delinion	Authorization of Legal Formalities	For
		Directors' Fees	For
		Indemnification of Directors	For
Chubb Limited	17.05.2023 Switzerland	Merger/Acquisition	For
Chabb diffica	17.03.2023 Switzerland	Accounts and Reports Additional or Amended Proposals	For Against
		Advisory Vote on Executive Compensation	For
		Allocation of Profits	For
		Amendment to Advance Notice Period	For
		Amendment to Par Value Amendments to Articles (Revision of Law)	For
		Appointment of Independent Proxy (Switzerland)	For
		Appointment of Special Auditor	For
		Board Compensation	For
		Cancellation of Shares	For
		Compensation Report (Switzerland) 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 Elect Kathy Bonanno	For
		Elect Michael G. Atieh	For
		Elect Michael L. Corbat	For
		Elect Michael P. Connors	For
		Elect Nancy K. Buese Elect Olivier Steimer	For
		Elect Colort J. Hugin	For
		Elect Robert W. Scully	Against
		Elect Sheila P. Burke	For
		Elect Theodore E. Shasta [Election of Shathorn Auditors	For
		Election of Statutory Auditors Executive Compensation (Binding)	For
		Frequency of Advisory Vote on Executive Compensation	1 Year
		Frequency of Advisory Vote on Executive Compensation to approve 1 year	For
		Frequency of Advisory Vote on Executive Compensation to approve 2 years Frequency of Advisory Vote on Executive Compensation to approve 3 years	Unvoted
		Frequency of Advisory Vote on Executive Compensation to approve 3 years 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 Shareholder Proposal Regarding Human Rights Risks and Underwriting Process Shareholder Proposal Regarding Allening GHG Berlutinos with Paris kare	Against
Cigna Group (The)	26.04.2023 United States	Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement Advisory Vote on Executive Compensation	For
		Amendment to Allow Exculpation of Officers	Against
		Elect David M. Cordani	For
		Elect Donna F. Zarcone Flort Flder Granger	For
		Elect Elder Granger Elect Eric C. Wiseman	For
		Elect Eric J. Foss	For
		Elect Eric J. Foss Elect George Kurian	For
		Elect Fic. J. Foss Elect George Kurian Elect Kathleen M. Mazzarella	For For
		Elect Fire J. Fors Elect George Kurian Elect Kathkeen M. Mazzarella Elect Kümberly A. Roos	For For
		Elect Fic. J. Foss Elect George Kurian Elect Kathleen M. Mazzarella	For For
		Elect Eric J. Foss Elect George Kurian Elect Kathleen M. Mazzarella Elect Kimberly A. Ross Elect Mark B. McCellalın	For For For
		Elect Fire i. J. Foss Elect George Kurian Elect Kathleen M. Mazzarella Elect Kümberly A. Ross Elect Mimberly A. Ross Elect Mimberly A. Ross Elect Mimberly A. Boss Elect Mimberly Elect Mimberly Elect Mimberly Elect Milliam J. DeLaney Frequency of Advisory Vote on Executive Compensation	For For For For Tor 1 Year
		Elect First, Leos Elect George Kurian Elect Kathleen M. Mazzarella Elect Kimberly A. Roos Elect Wark B. McCellain Elect Wark B. McCellain Elect Wescha Hathi Elect Wellam J. DeLaney Frequency of Advisory Vote on Executive Compensation Astification of Auditor	For For For For For 1 Year Against
		Elect Fire i. Fors Elect George Kurian Elect Kathleen M. Mazzarella Elect Kümberry A. Ross Elect Kümberry A. Ross Elect Kümberry A. Ross Elect Mark B. McClellan Elect William J. DeLanery Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Asteribation of Auditor	For For For For For 1 Year Against
Cisco Systems, Inc.	06.12.2023. United States	Elect Firic J. Fors Elect George Kurian Elect Kinheen M. Mazararella Elect Kinheen M. Mazararella Elect Kinheen M. Aross Elect Mark B. McCallan Elect Mark B. McCallan Elect Mark B. McCallan Elect William J. DeLaney Flequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings	For For For For For Against Against For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici J. Foss Elect George Kurian Elect Kathleen M. Mazzarella Elect Künbern M. Areas Elect Künbern M. Mazzarella Elect Künbern M. Areas Elect Mark B. McClellan Elect William J. DeLaney Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation	For For For For For For For Against Against Against
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazzarella Elect Künberh A. Ross Elect Minderh A. Ross Elect Mark B. McClellan Elect William J. DeLaney Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Amendment to the 2005 Stock Incentive Plan Elect Charles H. Robbins	For For For For For 1 Year Against Against For For For For For For For For For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kinheer M. Mazararella Elect Kinheer M. Areas Elect Kinheer M. Areas Elect Miner M. Areas Elect Mark B. McClellan Elect Meiner M. Elect Merchant Elect William J. DeLaney Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Elect Charles H. Robbins Elect Charles H. Robbins	For For For For 1 Year Against Against For Against For For For For For For For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazzarella Elect Künberh A. Ross Elect Künberh A. Ross Elect Mark B. McClellan Elect Künberh A. Ross Elect Mark B. McClellan Elect William J. DeLaney Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Amendment to the 2005 Stock Incentive Plan Elect Charles H. Robbins Elect Charles H. Robbins	For For For For Tyear Against For Against For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kinbler M. Mazararella Elect Kinbler M. A Ross Elect Minder M. Ross Elect Minder M. Ross Elect Mark B. McClellan Elect Minder M. Ross Elect Mark B. McClellan Elect Neishal Halbi Elect William J. DeLaney Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Elect Charles H. Robbins	For For For For For 1 Year Against Against For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazzarella Elect Künberh A. Ross Elect Künberh A. Ross Elect Mark B. McClellan Elect Künberh A. Ross Elect Mark B. McClellan Elect William J. DeLaney Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Amendment to the 2005 Stock Incentive Plan Elect Charles H. Robbins Elect Charles H. Robbins	For For For For For Tyear Against For Against For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazararella Elect Kimberhy A. Ross Elect Minderhy A. Ross Elect Minderhy A. Ross Elect Mark B. McClellan Elect Neebah Hathli Elect William J. DeLaney Frequency of Advisory Vde on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vdes on Executive Compensation Amendment to the 2005 Stock Incentive Plan Elect Charles H. Robbins Elect Daniel H. Schulman Elect Charles H. Robbins Elect Daniel H. Alarris II Elect Kiristina M. Johnson Elect Marianal Essel Elect Mark S. Garrett Elect Mark S. Garrett Elect Mark S. Garrett	For For For For For For 1 Year Against Against For
Cisco Systems, Inc.	06:12:2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazararella Elect Kimberly A. Ross Elect Minderly A. Ross Elect Minderly A. Ross Elect Mark B. McClellan Elect Neerbal Hathli Elect William J. DeLaney Frequency of Advisory Vite on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Elect Charles H. Robbins Elect Mark S. Gerrett Elect Michael D. Capellas Elect Mark S. Gerrett Elect Mark S. Gerrett Elect Mark S. Gerrett Elect Mark S. Gerrett Elect Sarar Ras Re Murphy	For For For For For 1 Year Against Against For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazararella Elect Kimberhy A. Ross Elect Minderhy A. Ross Elect Minderhy A. Ross Elect Minderhy A. Ross Elect Mark B. McClellan Elect Welliam J. DeLanery Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Amendment to the 2005 Stock Incentive Plan Elect Charles H. Robbins Elect Daniel H. Schulman Elect Charles H. Robbins Elect Daniel H. Araris II Elect Kristina M. Johnson Elect John D. Harris II Elect Markes M. Garrett Elect Mark S. Garrett Elect Markes D. Expelsa	For For For For For For 1 Year Against Against For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazararella Elect Kimberly A. Ross Elect Minderly A. Ross Elect Minderly A. Ross Elect Mark B. McClellan Elect Neishal Hathli Elect William J. DeLaney Frequency of Advisory Vate on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Elect Charles 11. Robbins Elect Charles 14. Robbins Elect Charles 14. Robbins Elect Charles 15. Robbins Elect Charles 16. Stothiama Elect Charles 16. Stothiama Elect Charles 16. Scothiama Elect Mark 16. Scothiama Elect Mark 16. Scottiama Elect Mark 16. Morkony Otto on Executive Compensation	For For For For For For For T Year Against For
Cisco Systems, Inc.	06.12.2023 United States	Elect Fici. J. Foss Elect George Kurian Elect Kathleen M. Mazararella Elect Kimberhy A. Ross Elect Minderhy A. Ross Elect Minderhy A. Ross Elect Minderhy A. Ross Elect Mark B. McClellan Elect Welliam J. DeLanery Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Right to Call Special Meetings Advisory Vote on Executive Compensation Amendment to the 2005 Stock Incentive Plan Elect Charles H. Robbins Elect Daniel H. Schulman Elect Charles H. Robbins Elect Daniel H. Araris II Elect Kristina M. Johnson Elect John D. Harris II Elect Markes M. Garrett Elect Mark S. Garrett Elect Markes D. Expelsa	For For For For For For 1 Year Against Against For

Ratification of Auditor

		Elect Barbara J. Desoer Elect Casper W. von Koskull	For For
		Elect Diana L. Taylor Elect Duncan P. Hennes	For For
		Elect Ellen M. Costello Elect Gary M. Reiner	For For
		Elect Grace E. Dailey Elect James S. Turley	For For
		Elect Jane N. Fraser Elect John C. Dugan	For Against
		Elect Peter B. Henry Elect Renée J. James	For For
		Elect S. Leslie Ireland Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against Against
		Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Against
		Shareholder Proposal Regarding Severance Approval Policy	Against Against
CME Group Inc	04.05.2023 United States	Advisory Vote on Executive Compensation Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	Against 1 Year
		Elect Bryan T. Durkin Elect Charles P. Carey	For
		Elect Daniel G. Kaye Elect Daniel R. Glickman	Against Against
		Elect Deborah J. Lucas Elect Dennis A. Suskind	For Against
		Elect Harold Ford Jr. Elect Howard J. Siegel	For For
		Elect Kathryn Benesh Elect Larry G. Gerdes	For Against
		Elect Martin J. Gepsman Elect Phyllis M. Lockett	Against Against
		Elect Rahael Seifu Elect Terrence A. Duffy	For
		Elect Terry L Savage	For
		Elect Timothy S. Bitsberger Elect William R. Shepard Ratification of Auditor	For
Cochlear Ltd.	17.10.2023 Australia	Accounts and Reports	Against
		Elect Bruce G. Robinson Elect Michael G. Daniell	Against Against
		Equity Grant (MD/CEO & President Dig Howitt) Remuneration Report	For For
Coloplast AS	07.12.2023 Denmark	Renew Proportional Takeover Provisions Accounts and Reports	For For
		Allocation of Profits/Dividends Amendments to Articles (Indemnification Scheme)	For For
		Appointment of Auditor Authority to Repurchase Shares	For For
		Authorization of Legal Formalities Directors' Fees	For For
		Elect Annette Brüls Elect Carsten Hellmann	For For
		Elect Jarts Nygard-Andersen Elect Lars Spren Rasmussen	For For
		Elect Marians withholt Elect Niels Peter Louis-Hansen	For Abstain
		Indemnification of Directors/Officers Remuneration Policy	For Against
Commerzbank AG	24 05 2022 0	Remuneration Report	Against
Commerzbank Ad	31.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
		Amendments to Articles (General Meeting Venue) Amendments to Articles (Virtual AGM)	For For
		Appointment of Auditor for FY 2023 Appointment of Auditor for Interim Statements until 2024 AGM	For For
		Authority to Issue Participation Rights and Hybrid Bonds Elect Burkhard Keese	For For
		Elect Caroline Seifert Elect Daniela Mattheus	For For
		Elect Frank Czichowski Elect Frank Westhoff	For For
		Elect Gertrude Tumpel-Gugerell Elect Harald Christ	For For
		Elect Jens Weidmann Elect Jutta Dönges	For For
		Elect Sabine U. Dietrich Increase in Authorised Capital 2023/II	For Against
		Increase in Authorised Capital 2023I	Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For
CompuGroup Medical SE & Co. KgaA	17.05.2023 Germany	Remuneration Report Allocation of Dividends	Against
		Amendments to Articles (Virtual General Meeting) Amendments to Articles (Virtual Participation of the Supervisory Board)	Against Against
		Appointment of Auditor ELECT REINHARD LYHS TO THE SUPERVISORY BOARD	For For
		Management Board Remuneration Policy Presentation of Accounts and Reports	Against For
		Ratification of General Partner Acts Ratification of Supervisory Board Acts	For For
Continental AG	27.04.2023 Germany	Remuneration Report Allocation of Dividends	Against Against
		Amendment to Previously Approved Control Agreement Amendments to Articles (General Meeting)	For Abstain
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	Abstain Against
		Appointments to Anation Ratify Ariane Reinhart	For Abstain
		Ratify Carmen Loeffler Ratify Christian Koetz	For Abstain
		Natify Unitsian Koetz Ratify Christian Benner Ratify Dirk Nordmann	For For
		Ratify Dorothea von Boxberg	For
		Ratify Elke Volkmann Ratify Francesco Grioli	For
		Ratify Georg Schaeffler Ratify Gunter Dunkel	For
		Ratify Hasan Allak Ratify Isabel Knauf	For For
		Ratify Joerg Schoenfelder Ratify Katja Duerrfeld	For Abstain
		Ratify Klaus Rosenfeld Ratify Lorenz Pfau	For For
		Ratify Maria-Elisabeth Schaeffler-Thumann Ratify Michael Igihaut	For For
		Ratify Nikolai Setzer Ratify Philip Nelles	Abstain Abstain
		Ratify Rolf Nonemacher Ratify Sabine Neuss	For
		Ratify Satish Khatu Ratify Stefan Buchner	For
		Radify Stedin Scholz Ratify Wolfgang Reitzle	For
ConvaTec Group Pic	10.00.2022 11:2:-1:0:1	Remuneration Report	For
contacted droup ric	18.05.2023 United Kingdom	Accounts and Reports Appointment of Auditor	For
		Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For For
		Authority to Repurchase Shares Authority to Set Auditor's Fees	For For
		Authority to Set General Meeting Notice Period at 14 Days Elect Brian May	For For
		Elect Constantin Coussios Elect Heather L. Mason	For For
		Elect John D. G. McAdam Elect Jonny Mason	For For

Part			Elect Kimberely S. Lody	For
Marie			Elect Margaret Ewing Elect Sharon O'Keefe	For
			Final Dividend	For For
100			Remuneration Policy	For
	Coty Inc	02.11.2023 United States	Advisory Vote on Executive Compensation	Against
Part				Withhold
Part			Elect Isabelle Parize	For
Marie			Elect Johannes P. Huth	For
### 1897 1997 1997 1997 1997 1997 1997 1997				For Withhold
Part			Elect Olivier Goudet	For
Management Man			Elect Robert S. Singer	For
				For Against
PATE OF THE PATE O	Counctro AG	19.04.2022 Gormany		Against Abstain
	Covestio Ad	13.04.2023 Germany	Amendments to Articles (Virtual Meeting)	For
16 16 16 16 16 16 16 16				For
Marie			Ratification of Management Board Acts	For
지 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Remuneration Report	For
Marches Marc	CSX Corp.	10.05.2023 United States		For
Matter M			Elect Donna M. Alvarado	For
			Elect James L. Wainscott	For
Disput			Elect John J. Zillmer Elect Joseph R. Hinrichs	Against For
			Elect Linda H. Riefler	Against
State			Elect Steven T. Halverson	Against For
Page			Elect Suzanne M. Vautrinot Elect Thomas P. Bostick	Against Against
STAPP			Frequency of Advisory Vote on Executive Compensation	1 Year
Part	CTP N.V	25.04.2023 Netherlands	Accounts and Reports	Against For
지				For
### 1897 - 19			Appointment of Auditor	For
### 18-1-1			Authority to Issue Shares w/ Preemptive Rights (Interim Scrip Dividend)	For
			Authority to Repurchase Shares	For Against
1987 1987			Authority to Suppress Preemptive Rights (Interim Scrip Dividend)	For
Page				For For
Part	CTS Eventim AG & Co KGAA	16 05 2022 Gormany		For
Part	ers Eventum Ad & co Nosa	10.03.2023 Germany	Allocation of Dividends	For
Page				For Against
Billion of General Person 150 10			Amendments to Articles (Virtual Participation of Supervisory Board Members) Appointment of Auditor.	Against
Manual Control Manu			Ratification of General Partner Acts	Against
Abbent 1902				Against Against
	CVS Health Corp	18.05.2023 United States	Advisory Vote on Executive Compensation	Against
Excitational Looks			Elect Anne M. Finucane	For
Elect From ode Sperms				For For
Sect Office of Support Section Support Sec			Elect Fernando Aguirre	For
Section Sect			Elect Jeffrey R. Balser	For
Peer None				For
Part			Elect Nancy-Ann DeParle	For
Daminot Truck Wolfeling AG			Frequency of Advisory Vote on Executive Compensation	1 Year
Survivide Proposed Regularing Polis State Service				For Against
			Shareholder Proposal Regarding Paid Sick Leave	For
			Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against For
Amendments to Arcites (froit and Afth Persposance of Supremore Search Meetings) 5. For Amendments to Arcites (froit and Afth Persposance of Supremore Search Meetings) 5. For Amendments of Arcites (Froit Search Meetings) 5. For Amendments of Arcites (Froit Search Meetings) 5. For Amendment (Froit Search Meetings) 5. For Ame	Daimler Truck Holding AG	21.06.2023 Germany	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association Allocation of Dividends	For
Aggintment of Auditor for Tested Year 2023 (ASM 600 Feb. 1997) Aggintment of Auditor for Tested Year 2023 (ASM 600 Feb. 1997) Aggintment of Auditor for Tested Year 2023 (ASM 600 Feb. 1997) Auditor School (ASM 600 Feb. 1997) Bathy Audito			Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against
Management Board Remuneration Palety			Appointment of Auditor for Fiscal Year 2023	For
Refr. Abtrice Section From Sec				For
Partif Aceta Scients			Ratify Akihiro Eto	For
Rethy Care States Rethy			Ratify Andrea Seidel	For
Ratify Carrent Bittach-Maller For Ratify Read Borne For Ratify Read Borne For Ratify Read Borne For Ratify Read Borne For Ratify Read Read Read Read Read Read Read Read				For For
Ratify Interad Dorn. Fine Part and Wilhelm Fine Part Age Wilhelm Fine			Ratify Carmen Klitzsch-Müller	For
Pathy Jacques Esculier Fathy Jacques			Ratify Harald Dorn	For
Ratify Joek Reser				For For
Ratify John Karlok			Ratify Jochen Goetz	For
Ratify Jorg (Dollinger Ratify Karin Ratify Ka			Ratify John Krafcik	For
Rathy logs (1974 19			Ratify Jörg Köhlinger	For For
Ratify Karin Rédiction For Ratify Laura Ipsen For Ratify Laura Ipsen For Ratify Laura Ipsen For Ratify Laura Ipsen For Ratify Martin Gaum For Ratify Martin Gaum For Ratify Martin Rechembagen For Ratify Martin Rechembagen For Ratify Michael Brocht For Ratify Michael Brocht For Ratify Michael Brocht For Ratify Royanod Curry For Remuneration Report For Remun			Ratify Jörg Lorz	For
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Ratify Marie Daum For Ratify Michael Brecht For Ratify Michael Brecht For Ratify Michael Brecht For Ratify Remata Jungo Brünger For Remuneration Report For Remuneration			Ratify Karl Deppen Ratify Laura Ipsen	For
Batty Martin H. Richenhagen Fo Batty Michael Brecht 50 Batty Michael Brecht 60 Batty Michael Brecht 60 Batty Remata Junge Brünger 60 Batty Remata Junge Brünger 60 Batty Stephan Unger 60 Batty Stephan Unger 60 Batty Stephan Unger 60 Bernamention Report 60 Bernamention Report 60 Bet A. Shame Sanders 60 Bet A. Shame Sanders 60 Bet Elias A. Zerbouni 60 Bet Lesica L. Mega 60 Bet Lesica L. Mega 60 Bet Linda P. Heiner Filler 60 Bet Apraits C. Sabeti 60 Bet Rename M. Blair 60 Bet Steven			Ratify Marie Wieck	For
Ratify Michael Broman For Ratify Remota Lorgy For Ratify Remota Lorgy For Ratify Remota Lorge Brünger For Ratify Remota Lorge Brünger For Ratify Remota Lorge Ratify Remota Lorge Ratify Stephan Unger For Remuneration Report For Remuneration Remun			Ratify Martin H. Richenhagen	For
Battly Raymond Curry Fo Battly Roman Zitzebserger Fo Battly Roman Zitzebserger Fo Battly Thomas Zwick Fo Remuneration Report Fo Remuneration Report Fo Beauther Corp. 09.05.2023 United States Advisory Vote no Executive Compensation Fo Elect Alan G. Spoon Fo Elect Alan G. Spoon Fo Elect Alan G. Spoon Fo Elect Link J. Zerhouni Ag Elect Link J. Eventual Ag Elect Lind D. Hefer Filler Ag Elect Lind D. Hefer Filler Ag Elect Lind D. Hefer Filler Ag Elect Barrer M. Blair Fo Elect Barrer M. Blair Fo Elect Barrer M. Blair Fo Elect Here M. Elect List Fo Elect Barrer M. Blair Fo <td></td> <td></td> <td></td> <td>For</td>				For
Ratify Roman Zitzelsberger For Ratify Thomas Zwick Fo Remuneration Report For Remuneration Report For Advisory Vote on Executive Compensation For Elect. Alam G. Spoon For Bett Elst Alam G. Spoon For Bett Elst Alam G. Spoon Ag Elect. Incomplete Ag Elect. Elst Gal. Mega For Elect. Linda D. Hefner Filler Ag Elect. Linda D. Hefner Filler Ag Elect. Mitchell P. Railes Ag Elect. Raymond C. Stevens For Elect Baymond C. Stevens For Elect Burler M. Milair For E			Ratify Raymond Curry	For For
Battly Thomas Zwick Fo Danaher Corp. 09.05.2023 United States Advisory Vote on Executive Compensation Fo Elect. Alan G. Spoon Spoon Fo Elect. Alan G. Spoon Spoon Fo Elect. Elect. Lord. Del. Spoon Ag Elect. Elect. Lord. Del. Spoon Ag Elect. Escid. L. Mega Ag Elect. Lord. Del. Serviceters Ag Elect. Lord. Del. Herber Filler Ag Elect. Hund. P. Herber Filler Ag Elect. Paralis. C. Sabeti Fo Elect. Baymond. C. Stewens Fo Elect. Baymond. C. Stewens Fo Elect. Baymond. C. Stewens Fo Elect. Braymond. C. Stewens Fo			Ratify Roman Zitzelsberger	For
Danaher Corp. 09.05.2023 United States Agenomenation Report For Danaher Corp. 09.05.2023 United States Agenomenation Agenomenation Agenomenation Elect A. Shane Sanders Agenomenation Agen				For
Elect A. Shane Sanders Ag Elect Blas A. Zerbouni Ag Elect Flora Dewan Ag Elect Pero Dewan Ag Elect John T. Schwieters Fo Elect John T. Schwieters Ag Elect Linda P. Hefner Filler Ag Elect Linda P. Hefner Filler Ag Elect Paralis C. Sabeti Fo Elect Barria M. Blair Fo Elect Raymond C. Stevens Fo Elect Baymond C. Stevens Fo Elect Teri L List Fo Elect Teri L List Fo Elect Water G. Lohy, Jr. Fo Frequency of Advisory Vote on Securitive Compensation 1 Y Ratification of Auditor Ag Shareholder Propocal Regarding Independent Chart Ag Shareholder Propocal Regarding Independent Chart Fo	Danaher Corn	00 05 2022 United State	Remuneration Report	For For
Elect Alan G. Spoon Fo Bect Elisa A. Zerhouni Ag Elect Feroz Dewan Ag Bect Essica L. Mega Fo Bett Lohn T. Schwieters Ag Bett Lohn T. Schwieters Ag Elect Lohn T. Schwieters Ag Elect Mitchell P. Rales Ag Elect Witchell P. Rales Ag Elect Paris C. Saberti Fo Elect Rainer M. Blair Fo Elect Raymond C. Stevens Fo Best Steven M. Rales Fo Elect Terl L List Fo Elect Terl L List Fo Rest Water G. Lohr, Jr. Ag Frequency of Advisory Vote on Executive Compensation 1 Y Ratification of Auditor Ag Shareholder Proposal Regarding Independent Chair Ag Shareholder Proposal Regarding Independent Chair Fo		03.03.2023 United States	Elect A. Shane Sanders	Against
Elect Feroz Dewan Ag				For Against
Elect John T. Schwieters Ag			Elect Feroz Dewan	Against
Elect Linda P. Hefner Filler			Elect John T. Schwieters	Against
Elect Pardis C. Sabeti Fo			Elect Linda P. Hefner Filler Elect Mitchell P. Rales	Against Against
Elect Baymond C. Stevens Fo Best Steven M. Rales Fo Elect Teri L. List Fo Elect Teri L. List Fo Elect Walter G. Lohr, Jr. Ag Frequency of Advisory Vote on Secutive Compensation 1 Y Ratification of Auditor Ag Shareholder Proposal Regarding Independent Chair Ag Shareholder Proposal Regarding Independent Chair Fo			Elect Pardis C. Sabeti	For
Elect Steven M. Rales Fo Elect Terir L List Fo Elect Terir L List Fo Elect Walter G. Lohr, Jr. Ag Frequency of Advisory Vote on Executive Compensation 1 Y Ratification of Auditor Ag Shareholder Proposal Reparding Diversity and Inclusion Report Ag Shareholder Proposal Reparding Independent Chair Fo			Elect Raymond C. Stevens	For For
Elect Walter G. Lohr, Jr. Ag Frequency of Advisory Vote on Executive Compensation 1 Y Ratification of Auditor Ag Shareholder Proposal Regarding Diversity and Inclusion Report Ag Shareholder Proposal Regarding Independent Chair Fo			Elect Steven M. Rales	For For
Ratification of Auditor Shareholder Proposal Regarding Diversity and Inclusion Report Ag Shareholder Proposal Regarding Independent Chair Fo			Elect Walter G. Lohr, Jr.	Against
Shareholder Proposal Regarding Diversity and Inclusion Report Shareholder Proposal Regarding Independent Chair Fo			Ratification of Auditor	1 Year Against
Sila choluci i ri oposa i regalunig iliucipe iliuciti. Cilalii 10			Shareholder Proposal Regarding Diversity and Inclusion Report	Against
Datagroup SE 09.03.2023 Germany Allocation of Dividends Fo	Datagroup SE	09.03.2023 Germany	Allocation of Dividends	For Against

Elect Kimberely S. Lody

For

		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Against
		Authority to Repurchase and Reissue Shares Increase in Authorised Capital Increase in Authorised Capital	Against For
		Ratify Andreas Barseel Ratify Carola Wittig	Against For For
		Ratify Hans-Hermann Schaber	For
		Ratify Heinz Hillgert Ratify Hubert Deutsch	For
		Ratify Oliver Thorne Ratify Sabine Laukemann	For For
Deere & Co.	22.02.2023 United States	Advisory Vote on Executive Compensation Elect Alan C. Heuberger	Against For
		Elect Charles O. Holliday, Jr. Elect Clayton M. Jones	For For
		Elect Dmitri L. Stockton Elect Gregory R. Page	For
		Elect John C. May	For
		Elect Leanne G. Caret Elect Michael O. Johanns	For For
		Elect Sheila G. Talton Elect Sherry M. Smith	For For
		Elect Tamra A. Erwin Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Severance Approval Policy	Against For
Defama Deutsche Fachmarkt AG	21.07.2023 Germany	Allocation of Dividends Appointment of Auditor	For For
		Ratification of Management Board Acts	For
Delivery Hero SE	14.06.2023 Germany	Ratification of Supervisory Board Acts Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Supervisory Board remuneration) Amendments to Articles (Virtual General Meeting)	For For
		Amendments to the Stock Option Plan 2019 and 2021 Appointment of Auditor	Against For
		Approval of Profit-and-Loss Transfer Agreement with Delivery Hero Finco Germany Approval of Profit-and-Loss Transfer Agreement with Foodpanda	For For
		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital 2023/I Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital 2023/II	Against Against
		Authority to Repurchase and Reissue Shares	For
		Authority to Repurchase Shares Using Equity Derivatives Increase in Authorised Capital 2023/i	For Against
		Increase in Authorised Capital 2023/II Increase in Authorised Capital 2023/III	Against For
		Management Board Remuneration Policy Ratification of Management Board Acts	Abstain For
		Ratify Dimitrios Tsausis Ratify Gabriella Ardbo	Against Against
		Ratify Jeanette L. Gorgas	Against
		Ratify Martin Enderle Ratify Mills Engvall	Against Against
		Ratify Patrick Kolek Remuneration Report	Against Against
Delticom AG	21.06.2023 Germany	Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	Against Abstain
		Amendments to Articles (Virtual AGM) Appointment of Auditor	For For
		Elect Andrea Hartmann-Piraudeau as Supervisory Board Member Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts	Against
		Remuneration Report Stock Option Plan, Increase in Conditional Capital	Against Against
DENTSPLY Sirona Inc	24.05.2023 United States	Supervisory Board Remuneration Policy Advisory Vote on Executive Compensation	For Against
		Elect Betsy D. Holden Elect Clyde R. Hosein	Against For
		Elect Dorothea Wenzel Elect Eric K. Brandt	For Against
		Elect Gregory T. Lucier	For
		Elect Harry M. Jansen Kraemer, Jr. Elect Janet S. Vergis	For
		Elect Jonathan J. Mazelsky Elect Leslie F. Varon	For For
		Elect Simon D. Campion Elect Willie A. Deese	For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
Dermapharm Holding SE	14.06.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual Shareholder Meetings)	Against
		Appointment of Auditor Authority to Issue Convertible Debt Instruments	For Against
		Authority to Repurchase and Reissue Shares Authority to Repurchase Shares Using Equity Derivatives	For
		Increase in Authorised Capital Increase in Conditional Capital	Against Against
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts Remuneration Report	Against Against
Deufol SE	29.06.2023 Germany	Administrative Board Remuneration Policy Allocation of Dividends	For
		Approval of Settlement Agreement	For For
		Cancellation of Shares and Reduction in Share Capital Elect Axel Wöhtjen	For Against
		Elect Denis Hübner Elect Denis Hübner	Against
		Elect Ewald Kaiser	Against Against
		Elect Gerard van Kesteren Elect Helmut Olivier	Against Against
		Elect Holger Bürskens Elect Marc Hübner	Against Against
		Elect Rüdiger Grube Ratification of Administrative Board Acts	Against For
	47.05.0000.6	Radification of Management Board Acts Allocation of Dividends	For
Deutsche Bank AG		Amounton of prinserius	For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Share Register)	
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Share Register) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM)	For For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Share Register) Amendments to Articles (Transition of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Supervisory Board Member AGM Participation) Appointment of Auditor	For Against For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Flams Register) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Appointment of Auditor Authority to Regurahase and Reissue Shares	For For Against
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Agm) Appointment of Auditor Appointment of Auditor Authority to Regurchase and Reissue Shares Authority to Regurchase Shares Using Equity Derivatives Elect John A. Thai	For Against For For For For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase Jahres Using Equity Derivatives Elect John A. Thai Elect Mayree C. Clark Elect John A. Thai	For Against For For For For For For For For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase Jahres Using Equity Derivatives Elect John A. Thai Elect Mayree C. Clark Elect John A. Thai Elect Michel Frogni Elect Holder Frogni Elect Michel Frogni Elect Mich	For Against For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase shares Using Equity Derivatives Elect John A. Thai Elect Mayree C. Clark Elect John A. Thai Elect Michel Trogni Elect Michel Trogni Elect Michel Orbert Winkeljohann Ratify Alexander Wynaendts Ratify Alexander Wynaendts Ratify Alexander Wynaendts Ratify Elect Michel Leukert	For Against For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase and Reissue Shares Authority to Repurchase Shares Using Equity Derivatives Elect John A. Thain Elect Mayner C. Clark Elect Michael Trogni Elect Norber Winkeljohann Ratify Alexander von zur Müllen Ratify Alexander von zur Müllen Ratify Alexander Wymaendts Ratify Bernd Leukert Ratify Bernd Leukert Ratify Bernd Rose	For Against For
Deutsche Bank AG	17-us-zuza Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Appointment of Auditor Appointment of Auditor Appointment of Busiliar Authority to Repurchase and Reissue Shares Authority to Repurchase Shares Using Equity Derivatives Elect Lohn A. Thain Elect Lohn A. Thain Elect Mayere C. Clark Elect Michael Tragni Elect More Virtual Shares Using Equity Derivatives Elect More Virtual Shares Usin	For For Against For
Deutsche Bank AG	17-us-zuza Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Appointment of Auditor Appointment of Auditor Appointment of Busiliar Authority to Repurchase and Reissue Shares Authority to Repurchase Shares Using Equity Derivatives Elect Lifther C. Clark Elect Lifther C. Clark Elect Moyer C. Clark Elect Michele Trogni Elect Norther Winkelpinan Ratify Alexander von zur Mühlen Ratify Alexander von zur Mühlen Ratify Alexander Winsendts Ratify Bernd Leukert Ratify Bernd Rose Ratify Christian Sewing Ratify Christian Sewing Ratify Delsander Nose Ratify Christian Riley Ratify Degmar Valcárcel Ratify Degmar Valcárcel Ratify Degmar Valcárcel	For For Against For
Deutsche Bank AG	17.us.zuza Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Appointment of Auditor Appointment of Auditor Appointment of Busilian Authority to Repurchase and Reissue Shares Authority to Repurchase Daires Using Equity Derivatives Elect Lohn A. Thania Elect Lohn A. Thania Elect Mayree C. Clark Elect Michele Trogni Elect More Trogni Elect Worker Winkelohann Ratify Alexander von zur Müllen Ratify Alexander von zur Müllen Ratify Bernd Leukert Ratify Bernd Leukert Ratify Bernd Leukert Ratify Gender Wyssendts Ratify Christian Sewing Ratify Christian Sewing Ratify Christian Riley Ratify Dagmar Valcárcel Ratify Denschek Ratify Edoschek Ratify Edoschek Ratify Edoscheke Ratify Edoscheke Ratify Florkion Campelli Ratify Flork Werneke	For Against For
Deutsche Bank AG	17-us-2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Repurchase and Reisuse Shares Authority to Repurchase and Reisuse Shares Authority to Repurchase Ahares Using Equity Derivatives Elect John A. Thain Elect Mayree C. Clark Elect John A. Thain Elect Michel Trogni Elect Norbert Winkeljohann Satify Alexander Wynaendts Satify Alexander Wynaendts Satify Alexander Wynaendts Satify Bernd Rose Satify Edwards Sewing Satify Christians Sewing Satify Christians Sewing Satify Christians Riley Satify Degment Valderel Satify Degment Valderel	For Against For
Deutsche Bank AG	17.US-2U23 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase and Reissue Shares Authority to Repurchase Ahare Using Equity Derivatives Elect John A. Thain Elect Mayree C. Clark Elect John A. Thain Elect Michel Trogni Elect Norbert Winkeljohann Satify Alexander Wynaendts Satify Alexander Wynaendts Satify Alexander Wynaendts Satify Bernd Rose Satify Erristian Sewing Satify Christians Riley Satify Christians Riley Satify Christians Riley Satify Desmert Valderel Satify Settian Sewing Satify Constance Sewing Satify Christian Sewing Satify Carristian Sewing Satify Carristian Sewing Satify Carristian Sewing Satify Farnk Wernete Satify Satify Campelli Satify Farnk Witter Satify Gabriele Platscher Satify Gabriele Platscher Satify Gabriele Eschelbeck	For For Against For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase Ahares Using Equity Derivatives Elect John A. Thain Elect Mayree C. Clark Elect John A. Thain Elect Michel Trogni Elect Norbert Winkeljohann Ratify Alexander Wynaendts Ratify Alexander Wynaendts Ratify Bernd Rose Ratify Bernd Rose Ratify Edwind Sewing Ratify Christian Sewing Ratify Christian Sewing Ratify Christian Sewing Ratify Damar Valderel Ratify Bernd Rose Ratify Edwind Compelli Ratify Farnk Werneke Ratify Edwind Compelli Ratify Farnk Witter Ratify Sadvicel Polaschek Ratify Farnk Witter Ratify Gabriele Platschere Ratify Gabriele Platschere Ratify Gabriele Eschelbeck Ratify Herriette Mark Ratify Herriette Mark	For Against For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Repurchase and Reissue Shares Lett John A. Thain Elect John A. Thain Elect John A. Thain Elect Michel Trogni Elect Norbert Winkeljohann Ratify Alexander Wynaendts Ratify Alexander Wynaendts Ratify Bernd Rose Ratify Electhore Wynaendts Ratify Bernd Rose Ratify Christian Sewing Ratify Capacite Campelli Ratify Farak Werneke Ratify Sadriele Platschek Ratify Farak Werneke Ratify Gabriele Platscher Ratify Gehrafer Eschelbeck Ratify Herriette Mark Ratify Herriette Mark Ratify Herriette Mark Ratify Jan Duscheck	For Against For Against For
Deutsche Bank AG	17.05.2023 Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase Aurent Elect Michael Togni Elect John A. Thain Elect Michael Togni Elect Mich	For Against For Against For
Deutsche Bank AG	17.us.zuza Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase allows Elect. Administration Authority to Repurchase Julian (Sea Stares Stares States State	For Against For Against For
Deutsche Bank AG	17.us.zuza Germany	Amendments to Articles (Transmission of General Meeting) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Repurchase and Reissue Shares Authority to Repurchase Shares Using Equity Derivatives Best John A. Thain Best John A. Thain Best John A. Thain Best John A. William (Shares Using Equity Derivatives) Best John A. William (Shares Using Equity Derivatives) Best Michael forgati Best Michael forgation	For Against For

Deutsche Boerse AG	16.05.2023 Germany	Ratify Pabeca Short Ratify Sigmar Gabriel Ratify Sigmar Gabriel Ratify Stefan Viertel Ratify Start Hewis Ratify Theodor Weimer Ratify Timp Grow Ratify Ratiff Ratify Ratiff Ratify Ratiff	For
Deutsche Boerse AG	16.05.2023 Germany	Ratify Sjenar Gabriel Ratify Stefan Simon Ratify Stefan Viertel Ratify Stefan Viertel Ratify Steman Stefan Viertel Ratify Timo Heider Ratify Timo Heider	For For For For For
Deutsche Boerse AG	16.05.2023 Germany	Ratify Stefan Viertel Ratify Start Lewis Ratify Threodor Weimer Ratify Timo Heider Ratify Timo Heider	For For For
Deutsche Boerse AG	16.05.2023 Germany	Ratify Stuart Lewis Ratify Theodor Weimer Ratify Timo Heider Ratify Yinge Slyngstad	For For
Deutsche Boerse AG	16.05.2023 Germany	Ratify Timo Heider Ratify Yngve Slyngstad	For
Deutsche Boerse AG	16.05.2023 Germany	Ratify Yngve Slyngstad	
Deutsche Boerse AG	16.05.2023 Germany		
Deutsche Boerse AG	16.05.2023 Germany	Committee Dead Demonstration Delies	For
		Supervisory Board Remuneration Policy Allocation of Dividends	For
		Amendments to Articles (Convocation of Shareholder Meetings)	For
		Amendments to Articles (Share Register) Amendments to Articles (Virtual Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual Shareholder Meetings)	For
		Appointment of Auditor Ratification of Management Board Acts	For
		Natification of Supervisory Board Acts	For
Deutsche Lufthansa AG	00.05.0000.0	Remuneration Report	For
Deutsche Lutthansa AG	09.05.2023 Germany	Amendments to Articles (Share Register) Amendments to Articles (Virtual Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual Shareholder Meetings)	Against
		Appointment of Auditor Authority to Repurchase and Reissue Shares	Against For
		Authority to Repurchase Shares Using Equity Derivatives	For
		Elect Carsten Knobel Elect Karl Gernandt	For
		Elect Karl-Ludwig Kley	Against
		Increase in Authorised Capital for Employee Share Plans	For
		Management Board Remuneration Policy Ratification of Management Board Acts	Against Against
		Ratification of Supervisory Board Acts	Against
		Remuneration Report Supervisory Board Remuneration Policy	For
Deutsche Post AG	04.05.2023 Germany	Allocation of Dividends	For
		Amendments to Articles (Location) 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 Elect Katrin Suder	For For
		Elect Mario Daberkow	For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
	05.04.05	Remuneration Report	For
Deutsche Telekom AG	05.04.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual General Meetings)	For
		Appointment of Auditor	For
		Elect Harald Krüger	For For
		Elect Margret Suckale Elect Reinhard Ploss	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts Remuneration Report	Against Abstain
Deutsche Wohnen SE	15.06.2023 Germany	Allocation of Dividends	Against
		Amendments to Articles (First Supervisory Board) 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) Application of Auditor	Against
		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 Authority to Repurchase Shares Using Equity Derivatives	For For
		Cancellation of Conditional Capital	For
		Elect Christoph Schauerte	Against
		Elect Peter Hohlbein Increase in Authorised Capital	For Against
		Ratification of Management Board Acts	Abstain
		Ratification of Supervisory Board Acts Remuneration Report	Against Against
		Nemble ductor Proposal Regarding Election of Catrin Coners Shareholder Proposal Regarding Election of Catrin Coners	Against
Deutz AG	27.04.2023 Germany	Shareholder Proposal Regarding Special Audit (Loan Agreement with Vonovia SE) Allocation of Profits/Dividends	Abstain
Dedic AG	27.04.2023 Germany	Amendments to Articles (Supervisory Board Participation)	Abstain
		Amendments to Articles (Virtual AGM)	For
		Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
		Authority to Issue Participation Rights	Against
		Authority to Repurchase and Reissue Shares Elect Bernd Maierhofer	For
		Elect Dietmar Voggenreiter	For
		Elect Helmut Ernst Elect Melanie Freytag	For
		Lies, weather 1973ag Elect Patrick Geibel-Corrad	For
		Elect Rudolf Maier	For
		Increase in Authorised Capital 2023/I Increase in Authorised Capital 2023/II	For
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts Remuneration Report	Abstain Against
		Supervisory Board Members Fees	For
DFV Deutsche Familienversicherung AG	24.05.2023 Germany	Supervisory Board Remuneration Policy Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	For For
5. V Soutstrie rammenversitrierung AG	24.03.2023 Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual AGM)	For
		Appointment of Auditor Appointment of Auditor for Interim Statements	For For
		Elect Carola Theresia Paschola	For
		Elect Georg Glatzel Elect Luca Pesarini	For
		Ratify Axel Hellmann	For
		Ratify Carola Paschola Batify Georg Clated	For For
		Ratify Georg Glatzel Ratify Hans-Werner Rhein	For
		Ratify Herbert Pfennig	For For
		Ratify Karsten Pätzmann Ratify Luca Pesarini	For
		Ratify Marcus Wollny	For
		Ratify Stefan M. Knoll Ratify Stephan Schinnenburg	For For
		Ratify Ulrich Gauß	For
		Remuneration Report Supervisory Board Remuneration Policy	Against For
		Supervisory Board Size	For
Dover Corp.	05.05.2023 United States	Advisory Vote on Executive Compensation	For
		Elect Deborah L. DeHaas Elect Eric A. Spiegel	For For
		Elect H. John Gilbertson, Jr.	For
		Elect Keith E. Wandell Elect Kristiane C. Graham	For Against
		Elect Michael F. Johnston	Against
		Elect Michael Manley Elect Richard J. Tobin	For For
		Elect Stephen M. Todd	For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year
		Ratification of Auditor Shareholder Proposal Regarding Severance Approval Policy	Against Against
Dragerwerk AG	05.05.2023 Germany	Accounts and Reports	For
		Allocation of Profits/Dividends Amendments to Articles (Editorial Amendment)	Abstain For
		Amendments to Articles (Supervisory Board Participation)	Against
		Amendments to Articles (Virtual AGM)	For
		Appointment of Auditor Elect Astrid Hamker	For For
		Appointment of Auditor Elect Astrid Hamker Elect Fank Riemensperger	For For
		Appointment of Auditor Elect Astrid Hamker	For For

		Management Board Remuneration Policy Ratification of General Partner Acts	Against For
DS Norden	21.03.2023 Denmark	Ratification of Supervisory Board Acts Remuneration Report Authority to Reduce Share Capital	Against Against For
D3 Noticell	09.03.2023 Denmark	Accounts and Reports Allocation of Profits/Dividends	For
		Appointment of Auditor Authority to Reduce Share Capital	For For
		Authority to Repurchase Shares Elect an Undisclosed Member	For Abstain
		Elect Johanne Riegels Østergård Elect Karsten Knudsen	For For
		Elect Klaus Nyborg Elect Robert Hvide Macleod	For For
		Remuneration Policy Remuneration Report	For For
DSM-Firmenich AG	29.06.2023 Switzerland	Accounts and Reports Additional or Amended Proposals	For Against
		Amendments to Articles (Resolutions) Amendments to Articles (Share Register)	For For
		Board Compensation Dividends from Reserves	For For
Duerr AG	12.05.2023 Germany	Executive Compensation Allocation of Dividends	For For
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	Abstain Abstain
		Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
		Authority to Repurchase and Reissue Shares Elect Markus Kerber as Supervisory Board Member Increase in Authorised Capital	For For
		Increase in adurinsed Lapital Management Board Remuneration Policy Ratification of Management Board Acts	For For
		Radification of bepriving Board Acts Remuneration Report	For Abstain
DWS Group GmbH & Co. KGaA	15.06.2023 Germany	Supervisory Board Remuneration Policy Accounts and Reports	For For
	,	Allocation of Dividends Amendments to Articles (Meeting Attendance)	For For
		Amendments to Articles (Virtual AGM) Appointment of Auditor	For For
		Elect Aldo Cardoso Elect Bernd Leukert	For For
		Elect Christina E. Bannier Elect Karl von Rohr	For For
		Elect Kazuhide Toda Elect Margret Suckale	For For
		Elect Richard I. Morris, Jr. Elect Ute Wolf	For For
		Ratification of General Partner Acts Ratification of Supervisory Board Acts	For For
Dynatrace Inc	23.08.2023 United States	Remuneration Report Advisory Vote on Executive Compensation	For Against
		Elect Michael Capone Elect Rick M. McConnell	For
		Elect Stephen J. Lifshatz Ratification of Auditor	Withhold For
E. On SE	17.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor (PY 2023)	Against
		Appointment of Auditor for Interim Statements [FY 2023] Appointment of Auditor for Interim Statements [FY 2024 Q1) Elect Andreas Schmitz	For For
		Ciect, vitalities stamp. Elect Anke Groth Elect Deborah B. Wilkens	For
		Elect Erich Clementi Elect Maus A Fröhlich	For
		Elect Notified Petit Elect Rolf Martin Schmitz	For
		Elect Ulrich Grillo Ratification of Management Board Acts	For Against
		Ratification of Supervisory Board Acts Remuneration Report	Against For
EBay Inc.	21.06.2023 United States	Temporary Increase in Supervisory Board Size Advisory Vote on Executive Compensation	For For
		Amendment Regarding Officer Exculpation Amendment to the Equity Incentive Award Plan	Against For
		Elect Adriane M. Brown Elect Aparna Chennapragda	For For
		Elect E. Carol Hayles Elect Jamie Jannone	For For
		Elect Logan D. Green Elect Mohak Shroff	For
		Elect Paul S. Pressler Elect Perry M. Traquina	Against
		Elect Shripriya Mahesh Frequency of Advisory Vote on Executive Compensation	1 Year
EDP Renovaveis S.A.	04.04.2023 Spain	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meeting Accounts and Reports	Against For For
	04.04.2023 Spuiii	Allocation of Profits/Dividends Amendment to Remuneration Policy	For
		Amendments to Articles (Environmental, Social and Corporate Governance Committee) Amendments to Articles (Updated References)	For
		Authorisation of Legal Formalities (Related Party Transactions) Authorisation of Legal Formalities (Related Party Transactions)	For For
		Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report	For For
		Ratification of Board Acts Ratify Co-Option of Cynthia Kay McCall	For For
		Related Party Transactions (EDP Renováveis SA and EDP Energias de Portugal, SA) Report on Non-Financial Information	For For
Edwards Lifesciences Corp	11.05.2023 United States	Advisory Vote on Executive Compensation Amendment to Allow Exculpation of Officers	For Against
		Elect Bernard J. Zovighian Elect Kleran T. Gallahue	For
		Elect Leslie Stone Heisz Elect Martha H. Marsh	For
		Elect Michael A. Mussallem Elect Nicholas J. Valeriani	Against For
		Flort Daul A LaVioletto	For
		Elect Paul A. LaViolette Elect Ramona Sequeira Elect Stange II Jacobse	For
		Elect Ramona Sequeira Elect Steven R. Loranger Frequency of Advisory Vote on Executive Compensation	For For 1 Year
Elastic N.V	05.10 2023 Netherland	Elect Ramona Sequeira Elect Steven El. Joranger Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Independent Chair	For For 1 Year Against For
Elestic N.V	05.10.2023 Netherlands	Elect Ramona Sequeira Elect Steven E. Loranger Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Independent Chair Adoption of Dutch Statutory Annual Accounts for 2023 Advisory Vote on Executive Compensation	For For 1 Year Against
Elestic N.V	05.10.2023 Netherlands	Elect Ramona Sequeira Elect Steven El. Loranger Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Independent Chair Adoption of Dutch Statutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Dutch Statutory Auditor Appointment of Dutch Statutory Auditor Appointment of Dutch Statutory Auditor	For For 1 Year Against For For Against
Elastic N.V	05.10.2023 Netherlands	Elect Ramona Sequeira Elect Steven K. Loranger Frequency of Advisory Vote on Executive Compensation Ratification of Adultor Sharrholder Proposal Regarding Independent Chair Adoption of Duck Statutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Duck Statutory Annual Accounts for 2023	For For 1 Year Against For For Against For For For For
Elastic N.V	05.10.2023 Netherlands	Elect Ramona Sequeira Elect Steven K. Lorranger Frequency of Advisory Vote on Executive Compensation Sharifeation of Auditor Shareholder Proposal Regarding Independent Chair Adoption of Dutch Shatutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Dutch Shatutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Dutch Shatutory Auditor Authority to Sepurchase Shares with Precentive Rights Authority to Repurchase Shares Authority to Repurchase Shares	For For 1 Year Against For For Against For For For For For For
Elastic N.V	05.10.2023 Netherlands	Elect Steven I. Joranger Frequency of Advisory Vote on Executive Compensation Sharrholder Proposal Regarding Independent Chair Adoption of Dutch Statutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Dutch Statutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Dutch Statutory Auditor Authority to Issue Shartes with Preemptive Rights Authority to Issue Shartes with Preemptive Rights Authority to Regurchase Shares Authority to Regurchase Shares Discharge from Liability for Executive Directors Discharge from Liability for Dexecutive Directors	For For 1 Year Against For Against For Against For For For For For For For For
Elastic N.V	05.10.2023 Netherlands 10.05.2023 United States	Elect Steven I. Joranger Frequency of Advisory Vote on Executive Compensation Sharifaction of Adultor Sharifaction of Adultor Sharifaction of Experiment Sharifaction of Sharifaction of Sharifaction of Sharifaction of Dutch Sharifaction of Dutch Sharifaction of Dutch Sharifaction of Dutch Sharifaction of Sharifaction	For For 1 Year Against For For Against For
		Elect Steven K. Loranger Frequency of Advisory Vote on Secutive Compensation Sharrholder Proposal Regarding Independent Chair Adoption of Duth Shaturoy Annal Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Duth Shaturoy Annal Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Duth Shaturoy Anual Accounts for 2023 Advisory Vote on Executive Compensation Authority to Issue Shares with Preemptive Rights Authority to Suppress Preemptive Rights Discharger from Liability for Executive Directors Discharger from Liability for Executive Directors Elect Authorn Liability for Non-Executive Directors Elect Alison Gleeson Elect Caryn Marooney Rest Faul Auvil Ratification of Auditor Advisory Vote on Executive Compensation Elect Deanna Strable-Soethout Elect Gall K. Goodreaux	For For 1 Year Against For Against For
		Elect Steven K. Loranger Frequency of Advisory Vote on Secutive Compensation Sharrholder Proposal Regarding Independent Chair Adoption of Duth Shatutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Duth Shatutory Annual Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Duth Shatutory Anual Accounts for 2023 Advisory Vote on Executive Compensation Authority to Issue Shares with Preemptive Rights Authority to Suppress Preemptive Rights Discharger from Lability for Executive Directors Discharge from Lability for Procurity Directors Elect Alison Gieleson Elect Canyn Marooney Elect Alison Gieleson Battification of Auditor Advisory Vote on Executive Compensation Elect Deanna Strable Soethout Elect Raul Audvil Elect Risk Kerry Clark Elect Risk For Loson, Jr.	For For 1 Year Against For
		Elect Steven It Caranger Frequency of Advisory Vote on Secutive Compensation Sharibodier Proposal Regarding Independent Chair Adoption of Duth Shaturoy Annal Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Duth Shaturoy Annal Accounts for 2023 Advisory Vote on Executive Compensation Appointment of Duth Shaturoy Annal Accounts for 2023 Advisory Vote on Executive Compensation Authority to Issue Shares with Preemptive Rights Authority to Suppress Preemptive Rights Discharger from Liability for Executive Directors Discharge from Liability for Procurbe University Discharger from Liability for Procurbe Order Elect Alson Gleeson Elect Caryn Marooney Elect Alson Gleeson Elect Paul Auvil Ratification of Auditor Advisory Vote on Executive Compensation Elect Beanna Strable Soethout Elect Right Cluxon II. Frequency of Advisory Vote on Secutive Compensation Frequency of Advisory Vote on Secutive Compensation Extent Elect Robert L. Dison, II. Frequency of Advisory Vote on Secutive Compensation Extinction of Auditor	For 1 Year Against For
		Elect Steven It Joranger Frequency of Advisory Vote on Executive Compensation Staffication of Aquitor Staffication of Aquitor Staffication of Horizon Staffication of Staffica	For For Against For

		Amendments to Articles	For
		Appointment of Auditor Authority to Issue Shares w/ or w/o Preemptive Rights	For For
		Authority to Repurchase Shares Authority to Set Auditor's Fees	For For
		Board Size Directors' Fees	For
		Election of Directors Ratification of Board and CEO Acts Remuneration Report	For For
Elringklinger AG	16.05.2023 Germany	Nettinute autoi nepor t Allocation of Unidends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Against For Against
		Amendments of Articles (Virtual AGM) Appointment of Auditor	For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Encavis AG	01.06.2023 Germany	Remuneration Report Allocation of Profits	Against For
		Amendments to Articles (Notifications) Amendments to Articles (Proof of Entitlement)	Abstain Abstain
		Amendments to Articles (Virtual AGM and Supervisory Board Participation) Appointment of Auditor	Against For
		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital Increase in Authorised Capital	Against Against
		Management Board Remuneration Policy Ratification of Management Board Acts	Against For
		Ratify Albert Büll Ratify Alexander Stuhlmann Ratify Christine Scheel	Against
		Ratify Cornics Liefeke Ratify Fritz Vahrenholt	Against Against Against
		Ratify Henning Kreke Ratify Isabella Pfaller	Against Against
		Ratify Manfred Krüper Ratify Marcus Schenck	Against Against
		Ratify Rolf Martin Schmitz Ratify Thorsten Testorp	Against Against
		Remuneration Report Supervisory Board Remuneration Policy	Against For
Energiedienst Holding AG	25.04.2023 Switzerland	Accounts and Reports Allocation of Dividends	For For
		Amendments to Articles Appointment of Auditor	For For
		Appointment of independent Proxy Board Compensation	For
		Compensation Report Elect Christoph Müller Elect Marc Wolpensinger	Against For Against
		Elect Marc Wolpersinger Elect Peter Heydecker Elect Philip Matthias Bregy	Against For For
		Elect Phire Kunz Elect Perre Kunz	For
		Elect Renato Tami Elect Thomas Kusterer as Board Chair and Compensation Committee Member	For Against
		Executive Compensation Ratification of Board and Management Acts	For For
Engie	26.04.2023 France	2022 Remuneration of Catherine MacGregor, CEO 2022 Remuneration of Jean-Pierre Clamadieu, Chair	For For
		2022 Remuneration Report 2023 Remuneration Policy (Board of Directors)	For For
		2023 Remuneration Policy (CEO) 2023 Remuneration Policy (Chair)	For For
		Accounts and Reports; Non Tax-Deductible Expenses Allocation of Profits/Dividends	For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For
		Authority to Repurchase and Reissue Shares Consolidated Accounts and Reports Elect Marie-Jose Nadaeu	For For
		Lies vinite visite visi	For
		Shareholder Proposal Regarding Annual Say on Climate and Climate Disclosure Shareholder Proposal Regarding the Election of Lucie Muniesa	For
		Special Auditors Report on Regulated Agreements Stock Purchase Plan for Overseas Employees	For For
Enphase Energy Inc	17.05.2023 United States	Advisory Vote on Executive Compensation Elect Benjamin Kortlang	For Withhold
		Elect Jamie Haenggi Elect Richard Mora	Withhold For
Epiroc AB	23.05.2023 Sweden	Ratification of Auditor Accounts and Reports Adoption of Share-Based Incentives (Personnel Option Plan2023)	For For
		Adoption of share-based intentives (refsoniner Option Praintzozs) Agenda Allocation of Profits/Dividends	For For
		Appointment of Auditor Authority to Issue Treasury Shares (Option Plans 2017-2020)	For
		Authority to Issue treasury shares (Synthetic Shares) Authority to Repurchase Shares (Personnel Option Plan 2023)	For For
		Authority to Repurchase Shares (Synthetic Shares) Authority to Set Auditor's Fees	For For
		Authority to Transfer Treasury Shares (Personnel Option Plan 2023) Board Size	For For
		Compliance with the Rules of Convocation Directors' Fees	For For
		Elect Anthea Bath Elect Astrid Skarheim Onsum	For
			For
		Elect Helena Hedblom Elect Leane Hull	For For
		Elect Jeane Hull Elect Jeane Hull Elect Lennart Evrell Elect Lennart Evrell	For For Against For
		Elect Leane Hull Elect Leane Trossell Elect Leane Trossell Elect Ronnie Leten Elect Ronnie Leten	For For Against
		Elect Jeane Hull Elect Johan Forssell Elect Lennart Evrell Elect Lennart Evrell	For For Against For For
		Elect Janan Fitall Elect Lonan Forssell Elect Lonan Forssell Elect Romei Leten Elect Romei Leten as chair Elect Signer Marerels Elect Signer Advarerels Elect Signer Advarerels Committee	For Against For For For Against For For For For For Against For For For For
		Elect Jeane Hull Elect Johan Forssell Elect Lemart Evrell Elect Romie Leten Elect Romie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andrerels Elect Hull Lutzén Opening of Meeting: Election of Presiding Chair Ratification of Andres Sulberg Ratification of Anthes Bath Ratification of Anthes Markey Ratification of Ratification of Ratification of Ratification of Ratification of Ratification of Ratif	For Against For For For For Against For For For Against For For For For For For For For
		Elect Jeane Hull Elect John Forssell Elect Lemart Evrell Elect Romei Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andrerels Elect Sigurd Andrerels Copening of Meeting: Election of Presiding Chair Ratification of Andres Jüberg Ratification of Anthea Bath Ratification of Anthea Bath Ratification of Endre Sigurd Marerel Ratification of Endre Sigurd Marere	For For Against For For For Against For For For Against For
		Elect Johan Forsell Elect Lemart Evrell Elect Lemart Evrell Elect Romie Leten Elect Romie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Anderels Elect	For
		Elect Jeane Hull Elect Johan Forssell Elect Lemart Evrell Elect Romaic Leten Elect Romaic Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andrerels Elect Hull a Litzén Number of Auditors Opening of Meeting: Election of Presiding Chair Ratification of Andres Jülberg Ratification of Anthes Bath Ratification of Anthes Bath Ratification of Election Maries Ratification of Helena Hedblom (as President and CEO) Ratification of Helena Hedblom (as President and CEO) Ratification of Falean Hull Ratification of Johan Forssell Ratification of Indean Hull Ratification of Indean Hull Ratification of Nelena Hedblom (as President and CEO) Ratification of Indean Hull Ratification of Indean Forssell Ratification of Indean Forssell Ratification of Indean Forssell	For
		Elect Jeane Hull Elect Johan Forssell Elect Lemart Evrell Elect Romeie Leten Elect Romeie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andrerels Elect Hull a Litzén Number of Auditors Opening of Meeting: Election of Presiding Chair Ratification of Andres Julberg Ratification of Anthes Bath Ratification of Anthes Bath Ratification of Election Martin Sigurd Ratification of Ratification of Ratification of Ratification of Ratification of Ratification of President Martin Sigurd Ratification of Bath Ratification of Bath Ratification of Bath Ratification of Sigurd Ratification of Ratification of Indean Hull Ratification of Indean Hull Ratification of Indean Hull Ratification of Romei Leten Ratification of Romei Leten Ratification of Romei Leten Ratification of Romei Leten	For
		Elect Jeane Hull Elect Lemart Evrell Elect Lemart Evrell Elect Romie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andrerels Elect Sigurd Andrerels Elect Hull Litzén Number of Auditors Opening of Meeting: Election of Presiding Chair Ratification of Andres Jülberg Ratification of Anthea Bath Ratification of Anthea Bath Ratification of Electand Better Sigurd Marerels Ratification of Paterel Sigurd Marerels Ratification of Paterel Meeting Chair Ratification of Indean Pull Ratification of Rome Hull Ratification of Rome Letter Ratification of Rome Letter Ratification of Rome Letter Ratification of Sigurd Marerels Ratification of Islant Pull Ratification of Sigurd Marerels Ratification of Light Litzén Ratification of Light Litzén	For For Against For
Equinix, Inc.	25.05.2023 United States	Elect Jeane Hull Elect Lemart Evrell Elect Lemart Evrell Elect Romie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andres Elect Sigurd Andres Opening of Meeting: Election of Presiding Chair Ratification of Andres Jüberg Ratification of Antrels Sabri Ratification of Antrels Sabri Ratification of Antrels Sabri Ratification of Helena Hedblom (sa President and CEO) Ratification of Pase Hull Ratification of Pase Hull Ratification of Pase Hull Ratification of Indena Pase Hull Ratification of Indena Pase Hull Ratification of Rome Hull Ratification of Sigurd Maresta Ratification of Indena Provell R	For For Against For
Equinix, Inc.	25.05.2023 United States	Elect Leane Hull Elect Lennart Evrell Elect Lennart Evrell Elect Romrie Leten as chair Elect Sigurd Marerels Elect Storie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Uilla Litzén Number of Auditors Opening of Meeting. Election of Presiding Chair Ratification of Andres Silberg Ratification of Andres Silberg Ratification of Antrie Bath Ratification of Daniel Rundgren Ratification of Daniel Rundgren Ratification of Presiding Chair Ratification of Presiden Rediblom Ratification of Presiden Rediblom Ratification of Daniel Rundgren Ratification of Daniel Rundgren Ratification of Daniel Rundgren Ratification of Daniel Rundgren Ratification of Danie Rundgren Ratification of Ristina Kanestad Ratification of Kristina Kanestad Ratification of Kristina Kanestad Ratification of Kristina Kanestad Ratification of Ristina Kanestad Ratification of Ristina Kanestad Ratification of Ristina Kanestad Ratification of Bornie Leten Ratification of Bornie Leten Ratification of Romie Leten	For
Equinix, Inc.	25.05.2023 United States	Elect Leaner Hull Elect Lemart Evrell Elect Lemart Evrell Elect Romie Leten as chair Elect Sigurd Marerels Elect Storie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Uil Litzén Number of Auditors Opening of Meeting, Election of Presiding Chair Ratification of Andres Vilberg Ratification of Andres Vilberg Ratification of Andres Wilberg Ratification of Andres Wilberg Ratification of Andres Starberg Ratification of Andres Wilberg Ratification of Andres Wilberg Ratification of Daniel Rundgren Ratification of Daniel Rundgren Ratification of Indena Pediation Ratification of Romie Leten Ratification of Boyert Marvels Ratification of Romie Leten Ratification of Ro	For Against For
Equinb, Inc.	25.05.2023 United States	Elect Leaner Eurol Elect Lemart Evrell Elect Lemart Evrell Elect Romrie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Lilla Litzén Number of Auditors Opening of Meeting, Election of Presiding Chair Ratification of Andres Number Ratification of Andres Number Ratification of Andres Sigurd Marerels Ratification of Andres Bath Ratification of Daniel Rundgren Ratification of Daniel Rundgren Ratification of Daniel Rundgren Ratification of Heiena Heddolm (as President and CEO) Ratification of Indena Postalion Ratification of Romie Leten Ratification of Romie L	For Against For Against For
Equinix, Inc.	25.05.2023 United States	Elect Leaner Eurol Elect Lemart Evrell Elect Chamist Cetten as chair Elect Sigurd Marerels Elect Chamist Election of Presiding Chair Radification of Auditors Opening of Meeting, Election of Presiding Chair Radification of Anothes Bash Radification of Anothes Bash Radification of Starting Skartel Skartels Monsum Radification of Daniel Rundgren Radification of Helena Heddom Radification of Helena Heddom (as President and CEO) Radification of Helena Needom (as President and CEO) Radification of Helena Needom (as President and CEO) Radification of Helena Needom (as President and CEO) Radification of Institut Skartestad Radification of Institut Skartestad Radification of Unit Unit Even Radification of Daniel Rundgren Radification of Unit Unit Even Radification of Unit Unit Even Radification of Unit Unit Even Radification of Daniel Rundgren Radification of Unit Unit Even Radification of Daniel Rundgren Radification of Unit Unit Even Radification of Unit Unit Even Remumeration Report Advisory Vote on Executive Compensation Elect Charles Meyers Elect Fielderna Russo Elect Charles Meyers Elect Charles Meyers Elect Fielderna Russo Elect Letter Charles Meyers Elect Fielderna Russo Elect Letter Sci. Caldevell Elect Peter F. Van Camp Elect Charles Meyers	For
Equinix, Inc.	25.05.2023 United States	Elect Leaner Eurol Elect Lemart Evrell Elect Chamier Leten Elect Romie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Lilla Litzén Number of Auditors Opening of Meeting, Election of Presiding Chair Radification of Andre Sulberg Radification of Andres Vilberg Radification of Anthea Bath Radification of Satrid Skarheim Onsum Radification of Indense Headboom (Namerel) Radification of Unitaria Kamertad Radification of Unitaria Kemertad Radification of Calcination Radification R	For
Equinix, Inc.	25.05.2023 United States	Elect Jeane Hull Elect Romar Evrell Elect Romar Evrell Elect Romar Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andres Sigurd Marerels Elect Lilla Liter Number of Auditors Opening of Meeting, Election of Presiding Chair Radification of Andres Vilberg Radification of Andres Vilberg Radification of Andres Marerel Radification of Startin Skarheim Onsum Radification of Index Redigneren Radification of Heiena Hedibion (as President and CEO) Radification of Heiena Hedibion (as President and CEO) Radification of Johan Forstell Radification of Unionar Evrell Radification of Unionar Evrell Radification of Unionar Evrell Radification of Donar Romar Evrell Radification of Heienar Hedibion (as President and Evrel) Radification of Romar Evrell Radification of Heienar E	For
Equinix, Inc.	25.05.2023 United States 24.05.2023 United States	Elect Lanar Evrell Elect Lemart Evrell Elect Romei Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Andres Sigurd Sig	For
		Elect Lemant Eurell Elect Lemant Forsell Elect Lemant Forsell Elect Romie Leten as chair Elect Sigurd Marerels Elect Sigurd Marerels Elect Sigurd Marerels Elect Lilla Litzén Number of Auditors Opening of Meeting: Election of Presiding Chair Ratification of Andres Jüberg Ratification of Anthea Bath Ratification of Anthea Bath Ratification of Anthea Bath Ratification of Helena Hedblom (sa President and CEO) Ratification of Palea Neuropean Ratification of Palea Neuropean Ratification of Indea Neuropean Ratification of Report Remuneration Report Advisory Vote on Executive Compensation Elect Adaire Fox-Martin Elect Charles Neuropean Elect Thomas S. Olinger Remuneration Revera Elect Thomas S. Olinger Requence of Advisory Vote on Executive Compensation Ratification of Adultor	For Against For

		Elect Francis A. Hondal	For
		Elect George Stansfield Elect Joan Lamm-Tennant	For Against
		Elect Mark Pearson Ratification of Auditor	For Against
Essilorluxottica	17.05.2023 France	2022 Remuneration of Francesco Milleri, CEO (Until June 27, 2022) and Chair and CEO (Since June 28, 2022) 2022 Remuneration of Leonardo Del Vecchio, Chair (until June 27, 2022)	Against For
		2022 Remuneration of Paul du Saillant, Deputy CEO 2022 Remuneration Report 2023 Remuneration Policy (Board of Directors)	Against For For
		2023 Remuneration Policy (Debut of Directors) 2023 Remuneration Policy (Debut of ECE) 2023 Remuneration Policy (Debut of ECE)	Against Against
		Zozs melnumeration routry (Deputy CEO) Accounts and Exports; Non Tax-Deductible Expenses Allocations of Losses/Dividends	For For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For For
		Authority to Increase Capital Through Capitalisations Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For For
		Authority to Issue Shares and/or Convertible Debt Through Private Placement Authority to Repurchase and Reissue Shares	For For
		Consolidated Accounts and Reports Employee Stock Purchase Plan	For For
		Ratification of Co-option of Mario Notari Special Auditors Report on Regulated Agreements	For For
Estee Lauder Cos., Inc.	17.11.2023 United States	Advisory Vote on Executive Compensation Elect Angela Wei Dong	Against For
		Elect Charlene Barshefsky Elect Fabrizio Freda	For For
		Elect Gary M. Lauder Elect Jane Lauder	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For
EVONIK INDUSTRIES AG	31.05.2023 Germany	Allocation of Dividends Amendments to Articles (Registration in the Share Register)	For For
		Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against Against
		Appointment of Auditor Elect Aldo Belloni	For For
		Elect Angela Titzrath Elect Ariane Reinhart	Against For
		Elect Barbara Ruth Albert Elect Bernd Tönjes	For Against
		Elect Cedrik Neike Elect Christian Kohlpaintner	For For
		Bect Cornelius Baur Elect Michael Martin Rüdiger Elect Werner Fuhrmann	Against Against
		Elect werner Funrmann Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Exxon Mobil Corp.	31.05.2023 United States	Remuneration or Supervisory Debroacts Remuneration Report Advisory Vote on Executive Compensation	Against For
	31.03.1013 Office States	Elect Alexander Compercation Elect Alexander Elect Agrander	Against
		Elect Darren W. Woods Elect Gregory J. Goff	For For
		Elect Jeffrey W. Ubben Elect John D. Harris II	For For
		Elect Joseph L. Hooley Elect Kaisa H. Hietala	Against For
		Elect Lawrence W. Kellner Elect Michael J. Angelakis	Against For
		Elect Steven A. Kandarian Elect Susan K. Avery	Against Against
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
		Shareholder Proposal Regarding Addressing Virgin Plastic Demand Shareholder Proposal Regarding Audited Report on Asset Retirement Obligations	Against For
		Shareholder Proposal Regarding Environmental Litigation Shareholder Proposal Regarding Formation of Decarbonization Risk Committee	For Against
		Shareholder Proposal Regarding Just Transition Reporting Shareholder Proposal Regarding Medium-Term Scope 3 Target	For For
		Shareholder Proposal Regarding Methane Emission Disclosures Shareholder Proposal Regarding Recalculated Emissions Baseline	For For
		Shareholder Proposal Regarding Report on Carbon Capture and Storage Shareholder Proposal Regarding Report on Exploration and Production in the Arctic Refuge	Against Abstain
		Shareholder Proposal Regarding Report on Guyanese Operations Shareholder Proposal Regarding Report on Tax Transparency Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	For For
Fielmann Group AG	13.07.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM and Supervisory Board Participation)	Against For Against
		Appointment of Auditor Change of Company Name and Purpose	For For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
Flatex AG	13.06.2023 Germany	Remuneration Report Allocation of Profits	Against For
		Amendments to Articles (Chair of the General Meeting) Amendments to Articles (Share Register)	For For
		Amendments to Articles (Time Limits of Questions at Shareholder Meetings) Amendments to Articles (Virtual AGM)	For For
		Amendments to Articles (Virtual Participation of Supervisory Board Members) Appointment of Auditor	Against Abstain
		Elect Britta Lehfeldt as Supervisory Board Member Management Board Remuneration Policy	For Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	Against Against
		Remuneration Report Supervisory Board Size Unicide Remuneration Can for Employees	Against For
Franklin Resources, Inc.	07.02.2023 United States	Variable Remuneration Cap for Employees Variable Remuneration Cap for Management Board Advisory Video Fuschtist Composition	For Against
	07.02.2025 United States	Advisory Vote on Executive Compensation Elect Alexander S. Friedman Elect Anthony J. Noto	Against Against Against
		Elect Geoffrey Y. Yang Elect Geoffrey P. Lohnson	Against
		Elect Jennifer M. Johnson Elect John W. Thiel	For For
		Elect John Y. Kim Elect Karen M. King	Against For
			Against
		Elect Mariann Byerwalter Elect Rupert H. Johnson, Jr.	For
		Elect Rupert H. Johnson, Jr. Elect Seth H. Waugh Frequency of Advisory Vote on Executive Compensation	For 1 Year
Fraport AG	23.05.2023 Germany	Elect Ruper H. Johnson, Jr. Elect Seth H. Waugh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings)	For 1 Year Against For
Fraport AG	23.05.2023 Germany	Elect Steht Julyagh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual General Meeting) Amendments to Articles (Virtual Factingation of the Supervisory Board)	For 1 Year Against For Against Against
Fraport AG	23.05.2023 Germany	Elect Spth. Valuagh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual General Meeting) Amendments to Articles (Virtual Participation of the Supervisory Board) Appointment of Auditor Approach of Intra-Company Control Agreements with Fraport Facility Services GmbH	For 1 Year Against For Against Against For For
Fraport AG	23.05.2023 Germany	Elect Spith. Valuagh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual General Meeting) Amendments to Articles (Virtual Frincipation of the Supervisory Board) Appointment of Auditor Approval of Intra-Company Control Agreements with Fraport Facility Services GmbH Elect Bastian Bergerboff Elect Faria-Neete Kaufmann	For 1 Year Against For Against Against For For Against Against
Fraport AG	23.05.2023 Germany	Elect Seth. H. Johnson, Jr. Elect Seth. H. Waugh Frequency of Advisory Vote on Executive Compensation Annendments to Articles (Convocation of Supervisory Board Meetings) Annendments to Articles (Virtual General Meeting) Annendments to Articles (Virtual General Meeting) Annendments to Articles (Virtual General Meeting) Appointment of Auditor Appointment of Auditor Appointment of Auditor Elect Sastan Bergerhoff Elect Fana-Neter Kaufmann Elect Harry Hohmeister	For 1 Year Against For Against Against For For Against Against Against For
Fraport AG	23.05.2023 Germany	Elect Seth. H. Johnson, Jr. Elect Seth. H. Waugh Frequency of Advisory Vote on Executive Compensation Anneodments to Articles (Convocation of Supervisory Board Meetings) Anneodments to Articles (Virtual Borard Meeting) Anneodments to Articles (Virtual Participation of the Supervisory Board) Appointment of Auditor Appointment of Auditor Appointment of Auditor Elect Bastian Bergerhoff Elect Hastian Bergerhoff Elect Harry Hohmeister Elect Harry Hohmeister Elect Kathrin Danke Elect Kathrin Danke	For 1 Year Against For Against Against For For Against Against Against Against Against Against Against
Fraport AG	23.05.2023 Germany	Elect Sub, I Johnson, Jr. Elect Steht, I Waugh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual Participation of the Supervisory Board) Appointment of Auditor Appointment of Auditor Elect Mastan Bergerholf Elect Tearly Fetter Kaufmann Elect Harry Hohmeister Elect Articles (Wint and Elect Marker) Elect Statin Bergerholf Elect Katarin Danke Elect Katarin Danke Elect Katarin Bonke Elect Katarin Mem Elect Harry Hohmeister Elect Catarin Kemm Elect Harry Hohmeister Elect Harry Hohmeister Elect Harry Hohmeister Elect Marker Bonke Elect Marker Bonke Elect Harry Hohmeister	For 1 Year Against For Against For For Against Against Against Against Against Against Against Against Against Against
Fraport AG	23.05.2023 Germany	Elect Subport H. Johnson, Jr. Frequency of Advisory Vote on Executive Compensation Antification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual Beneral Meeting) Appointment of Auditor Approval of Intra-Company Control Agreements with Fraport Facility Services GmbH Elect Havin Homester Elect Frank-Peter Kaufmann Elect Harry Hohmester Elect Assistan Bergerhoff Elect Assistant Bergerhoff Elect Assistant Bergerhoff Elect Assistant Bergerhoff Elect Michael Beddenberg	For 1 Year Against For Against Against For Against Against Against Against Against Against Against Against Against Against Against For Against Against For Against Against For Against
Fraport AG	23.05.2023 Germany	Elect Steht. Nombroon, Ir. Elect Steht. Nawgh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual Bereal Meeting) Amendments to Articles (Virtual Bereal Meeting) Amendments to Articles (Virtual Participation of the Supervisory Board) Appointment of Auditor Approard of Intra-Company Control Agreements with Fraport Facility Services GmbH Elect Bastain Bergerhoff Elect Frank-Peter Kaufmann Elect Harry Hohmeister Elect Karby Dolmke Elect Karby Dolmke Elect Advisory Board Elect Advisory Board Elect Auditor Board Elect Marken Bodishee Elect Margarete Hause Elect Margarete Hause Elect Michael Bodishoberg Elect Micke Bodishoberg Elect Micke Bodishoberg Elect Sonja Warriges Ratify Bastian Bergerhoff Ratify Julia Kraneberg	For 1 Year Against For Against Against For Against Aga
Fraport AG	23.05.2023 Germany	Elect Super H. Johnson, Jr. Frequency of Advisory Vote on Executive Compensation Antification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual Beneral Meeting) Amendments to Articles (Virtual Beneral Meeting) Amendments to Articles (Virtual Beneral Meeting) Amendments to Articles (Virtual Participation of the Supervisory Board) Appointment of Auditor Approard of Intra-Company Control Agreements with Fraport Facility Services GmbH Elect Bastian Bergerhoff Elect Fanik Peter Kaufmann Elect Harry Hohmeister Elect Attain Delmke Elect Katay Windt Elect Astay Windt Elect Astay Windt Elect Auditor Boddenberg Elect Michael Boddenberg Elect Michael Boddenberg Elect Michael Boddenberg Elect Michael Boddenberg Elect Sonja Wärniges Ratify Bastian Bergerhoff Ratify Julia Kranenberg Ratify Anke Giesen Ratify Cannenberg Ratify Anke Giesen	For 1 Year Against For Against Against For Against For
Fraport AG	23.05.2023 Germany	Elect Rupert H. Johnson, Jr. Elect Steht, H. Waugh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual Participation of the Supervisory Board) Appointment of Auditor Appointment of Auditor Appointment of Auditor Appointment of Business Elect Bastine Bergerhoff Elect Frank-Peter Kaufmann Elect Harry Hohmeister Elect Harry Hohmeister Elect Harry Hohmeister Elect Harry Hohmeister Elect Kathon Dahike Elect Anga Windt Elect Anga Windt Elect Charly Windt Elect Marken Bedomberg Elect Michael Bedomberg Elect Sonja Warntges Ratify Bastian Bergerhoff Ratify Louk Anneberg Ratify Lank Anneberg Ratify Canda Anner Ratify Devrim Arslan Ratify Everim Arslan	For 1 Year Against For Against Against For Against Against For Against For For For Against
Fraport AG	23.05.2023 Germany	Elect Super H. Johnson, Jr. Frequency of Advisory Vote on Executive Compensation Antification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual Bereal Meeting) Amendments to Articles (Virtual Bereal Meeting) Amendments to Articles (Virtual Bereal Meeting) Amendments to Articles (Virtual Participation of the Supervisory Board) Appointment of Auditor Approacy of Intra-Company Control Agreements with Fraport Facility Services GmbH Elect Baratian Bergerhoff Elect Frank-Peter Kaufmann Elect Harry Hohmeister Elect Karthry Dahnike Elect Karthry Dahnike Elect Karthry Bergerhoff Elect Trais Windt Elect Angarerte Haase Elect Michael Boddomberg Elect Michael Boddomberg Elect Michael Boddomberg Elect Michael Boddomberg Elect Sonja Warntges Ratify Bastian Bergerhoff Ratify Lank Amenberg Ratify Anke Glesen Ratify Coverim Arslan Ratify Foreim Arslan Ratify Foreim Arslan Ratify Foreim Arslan Ratify Hakan Bölükmese	For Against Against For Against Against For Against Against For Against
Fraport AG	23.05.2023 Germany	Elect Supert H. Johnson, Jr. Elect Steht. H. Waugh Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Amendments to Articles (Convocation of Supervisory Board Meetings) Amendments to Articles (Virtual Beneral Meeting) Elect Bearts Beneral Meeting Approval of Intra-Company Control Agreements with Fraport Facility Services GmbH Elect Bastina Bengrehoff Elect Faral-Peter Kaufmann Elect Lathrin Dahnke Elect Katip Mindt Elect Lother Klemm Elect Lother Klemm Elect Margarete Hasse Elect Mindt Bendere Hasse Elect Mindt Bendere Hasse Elect Mindt Bendere Hasse Elect Mindt Bendere Hasse Elect Mindt Bengrehoff Elect Sonja Wärntges Bastify Alakta Bengrehoff Bastify Julia Kranenberg Bastify Alakta Reneberg Bastify Alakta Annier Bastify Farak-Peter Kaufmann	For 1 Year Against For Against

		Ratify Margarete Haase Ratify Mathias Venema	_
		Ratify Matthias Pöschko Ratify Matthias Zieschang	
		Ratify Michael Boddenberg Ratify Michael Müller	_
		Ratify Michael Odenwald Ratify Mira Neumaier	_
		Ratify Peter Feldmann Ratify Peter Gerber	
		Ratify Pierre Dominique Prümm Ratify Qadeer Rana	_
		Ratify Ramona Lindner	
		Ratify Sonja Wärntges Ratify Stefan Schulte	_
		Ratify Ulrich Kipper Ratify Uwe Becker	
		Ratify Yvonne Dunkelmann Remuneration Report	
Frauenthal Holding AG	14.06.2023 Austria	Supervisory Board Remuneration Policy Allocation of Dividends	_
	24.00.E0E3 703010	Amendments to Articles (General Meeting) Appointment of Auditor	
		Election of Supervisory Board	_
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
		Remuneration Report Supervisory Board Remuneration Policy	
Freenet AG	17.05.2023 Germany	Allocation of Dividends Amendments to Articles (Place and Convocation)	
		Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Virtual AGM)	
		Appointment of Auditor	_
		Ratify Marc Tüngler Ratify Antonius Fromme	
		Ratify Bente Brandt Ratify Christoph Vilanek	
		Ratify Claudia Anderleit Ratify Fränzi Kühne	_
		Ratify Gerhard Huck Ratify Helmut Thoma	_
		Ratify Ingo Arnold Ratify Keptin Lopatta	
		Ratify Knut Mackeprang	
		Ratify Miriam Wohlfarth Ratify Rickmann v. Platen	
		Ratify Robert Weidinger Ratify Sabine Christiansen	
		Ratify Stephan Esch Ratify Theo-Benneke Bretsch	
		Ratify Thomas Karlovits Ratify Thomas Reimann	_
		Remuneration Report	
Fresenius Medical Care AG & Co. KGaA	16.05.2023 Germany	Accounts and Reports	
		Allocation of Dividends Amendments to Articles (Virtual Shareholder Meetings)	
		Appointment of Auditor Ratification of General Partner Acts	
		Ratification of Supervisory Board Acts Remuneration Report	
	14.07.2023 Germany	Appointment of Auditor Change of Legal Form	
		Elect Gregory Sorensen	
		Elect Marcus Kuhnert Elect Pascale Witz	
Fresenius SE & Co. KGaA	17.05.2023 Germany	Elect Shervin J. Korangy Accounts and Reports	
		Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	
		Amendments to Articles (Virtual Meetings) Appointment of Auditor	
		Ratification of General Partner Acts	
		Ratification of Supervisory Board Acts	
Friedrich Vorwerk Group SE	01.06.2023 Germany	Remuneration Report Allocation of Dividends	
		Amendments to Articles (Virtual General Meeting; Participation of the Supervisory Board Members) Appointment of Auditor	
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
Fujifilm Holdings Corp.	29.06.2023 Japan	Remuneration Report Allocation of Profits/Dividends	
		Amendments to Articles Elect Chisato Yoshizawa	_
		Elect Ikuro Sugawara	
		Elect Kenji Sukeno Elect Kunitaro Kitamura	
		Elect Makiko Eda Elect Masataka Mitsuhashi as Statutory Auditor	
		Elect Masayuki Higuchi Elect Naoki Hama	
		Elect Teiichi Goto Elect Tsuyoshi Nagano	_
GATX Corp.	28.04.2023 United States	Elect Yoji Ito	_
ON IN COIP.	28.04.2023 United States	Advisory Vote on Executive Compensation Elect Adam L. Stanley	
		Elect Anne L. Arvia Elect David S. Sutherland	_
		Elect Diane M. Aigotti Elect James B. Ream	
		Elect Paul C. Yovovich Elect Robert C. Lyons	_
		Elect Stephen R. Wilson	_
CEA Construction	27.04.2022 -	Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	
GEA Group AG	27.04.2023 Germany	Allocation of Dividends Amendments to Articles (Questions at General Meetings)	
		Amendments to Articles (Supervisory Board Terms By-Election) Amendments to Articles (Supervisory Board Terms)	_
		Amendments to Articles (Virtual Meeting) Amendments to Articles (Virtual Supervisory Board Attendance at General Meetigns)	
		Appointment of Auditor Authority to Repurchase and Reissue Shares	_
		Ratification of Management Board Acts	_
		Ratification of Supervisory Board Acts	_
		Remuneration Report Supervisory Board Remuneration Policy	
Gen Digital Inc	12.09.2023 United States	Advisory Vote on Executive Compensation Elect Emily Heath	
		Elect Eric K. Brandt Elect Frank E. Dangeard	
		Elect Nora M. Denzel Elect Ondrej Vlcek	
		Elect Pavel Baudis	_
		Elect Peter A. Feld Elect Sherrese M. Smith	_
		Elect Susan P. Barsamian Elect Vincent Pilette	_
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	
	26.09.2023 United States	Advisory Vote on Adoption of Right to Call a Special Meeting	
General Mills, Inc.	TOTOTTO OTHER STREET		
General Mills, Inc.		Advisory Vote on Executive Compensation Advisory up to an Executive Compensation and the Advisory up to a frequency of halding the advisory of halding the advisory of halding the halding	
General Mills, Inc.		Advisory Vote on Executive Compensation Advisory Vote on Frequency of holding the advisory vote on executive compensation: please vote for on this resolution to approve 1 YEAR Advisory vote on frequency of holding the advisory vote on executive compensation; please vote for on this resolution to approve 2 YEARS Advisory vote on frequency of holding the advisory vote on executive compensation; please vote for on this resolution to approve 3 YEARS YEARS	

		Elect Elizabeth C. Lempres	For
		Elect Eric D. Sprunk Elect Jeffrey L. Harmening	For For
		Elect Jo Ann Jenkins Elect Jorge A. Uribe	For For
		Elect Maria A. Sastre Elect Maria G. Henry	For For
		Elect R. Kerry Clark Elect Stephen A. Odland	For For
		Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meeting	Against For
Genmab	29.03.2023 Denmark	Accounts and Reports; Ratification of Board and Management acts Allocation of Profits/Dividends	For For
		Amendment to Remuneration Policy (Removal of Nominal Cap) Amendments to Remuneration Policy (Other Changes)	For For
		Appointment of Auditor Authority to Repurchase Shares	Against For
		Authorization of Legal Formalities Directors' Fees	For For
		Elect Anders Gersel Pedersen Elect Deirdre P. Connelly	For Against
		Elect Elizabeth O'Farrell Elect Paolo Paoletti	For For
		Elect Pernille Erenbjerg Elect Rolf Haffman	For For
Gerresheimer AG	07.06.2023 Germany	Remuneration Report Allocation of Dividends	For For
		Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For For
		Increase in Authorised Capital I	For
		Increase in Authorised Capital II Ratification of Management Board Acts	For For
Gesco SE	42.05.2022. 0	Ratification of Supervisory Board Acts Remuneration Report	For Against
Gesto 3E	12.06.2023 Germany	Allocation of Dividends Amendments to Articles (General Meeting Resolutions)	For Against For
		Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor	For For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	Against
GFT Technologies SE	22.06.2023 Germany	Remuneration Report Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Board Members)	Against For Against
		Appointment of Auditor Appointment of Auditor	Against
		Appointment of National Bladd Size Elect Annette Beller as Supervisory Board Member	For For
		Elect Ammete Beiler as Supervisory board Member Ratify Andreas Bereczky Ratify Andreas Wiedemann	For For
		Radity Jens-Trosten Rauer Radity Jens-Trosten Rauer Radity Jens-Trosten Rauer	For For
		Ratify Maria Dietz Ratify Marika Lulay	For For
		Ratify Dull Lethinger Ratify Ulrich Dietz	For For
		Remuneration Report Supervisory Board Remuneration Policy	Against For
Gilead Sciences, Inc.	03.05.2023 United States	Advisory Vote on Executive Compensation Amendment to the Employee Stock Purchase Plan	For For
		Elect Anthony Welters Elect Daniel P. O'Day	For For
		Elect Harish Manwani Elect Jacqueline K. Barton	For For
		Elect Javier J. Rodriguez Elect Jeffrey A. Bluestone	For For
		Elect Kelly A. Kramer Elect Kevin E. Lofton	Against For
		Elect Sandra J. Horning Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	Against Against
		Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiany Patents Shareholder Proposal Regarding Multiple Board Nominees	For Against
Givaudan SA	23.03.2023 Switzerland	Accounts and Reports Allocation of Dividends	For For
		Amendments to Articles (Board of Directors and Compensation) Amendments to Articles (General Meeting of Shareholders)	For For
		Amendments to Articles (Share Capital) Appointment of Auditor	For For
		Appointment of Independent Proxy Approval of a Capital Band	For For
		Board Compensation Compensation Report	For For
		Elect Calvin Grieder Elect Ingrid Deltenre	Against Against
		Elect Ingrid Delterre as Compensation Committee Member Elect Olivier A. Filliol	Against For
		Elect Olivier A. Filliol as Compensation Committee Member Elect Roberto Guidetti	For Against
		Elect Sophie Gasperment Elect Tom Knutzen	Against For
		Elect Victor Balli Elect Victor Balli as Compensation Committee Member	For For
		Executive Compensation (Fixed and Long-Term) Executive Compensation (Short-Term)	For For
Grafenia Plc	15.09.2023 United Kingdom	Ratification of Board Acts Company Share Option Plan	For Abstain
		Disapplication of Preemptive Rights Placing	For For
	26.09.2023 United Kingdom	Share Option Plan Accounts and Reports	Abstain For
		Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares	Against For
		Change of Company Name Elect lain Stewart Brown	For For
Grand City Properties S.A	28.06.2023 Luxembourg	Elect Matthias Riechert Accounts and Reports Allocation of Profits	Against For For
		Appointment of Auditor Consolidated Accounts and Reports	For For
		Elect Christian Windfuhr to the Board of Directors	For
		Elect Markus Leininger to the Board of Directors Elect Simone Runge-Brandner to the Board of Directors Ratification of Board Acts	For Against Against
		Remuneration Report	Against
Greiffenberger AG	04.07.2023 Germany	Allocation of Profits	Against
Greiffenberger AG	04.07.2023 Germany	Allocation of Profits Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Virtual AGM)	Against
Greiffenberger AG	04.07.2023 Germany	Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Virtual AGM) Appointment of Auditor	Against For
Greiffenberger AG	04.07.2023 Germany	Amendments to Articles (Visuperisony Board Participation) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Issue Participation Rights Authority to Issue Participation Rights	Against For Against For
Greiffenberger AG	04.07.2023 Germany 03.05.2023 United Kingdom	Amendments to Articles (Visual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Issue Participation Rights Ratification of Management Board Acts Ratification of Supervisory Board Acts Accounts and Reports	Against For Against For Against For Against For
		Amendments to Articles (Visual AGM) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Issue Participation Rights Ratification of Management Board Acts Ratification of Supervisory Board Acts Accounts and Beports Amendment to Remuneration Policy Appointment of Auditor	Against For Against For Against For For For For
		Amendments to Articles (Virtual AEM) Amendments to Articles (Virtual AEM) Appointment of Auditor Authority to Issue Participation Rights Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Accounts and Reports Amendment to Remuneration Policy Appointment of Auditor Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports Authorisation of Political Donations	Against For Against For Against For For For For For For For
		Amendments to Articles (Vitual AGM) Appointment of Auditor Authority to Issue Participation Rights Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Accounts and Reports Accounts and Reports Amendment to Remuneration Policy Appointment of Auditor Approve Exemption from Statement of the Serior Statutory Auditor's name in published Auditors' Reports Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights	Against For Against For Against For
		Amendments to Articles (Vitual AMM) Appointment of Auditor Authority to Issue Participation (Rights Ratification of Management Board Acts Accounts and Reports Accounts and Reports Amendment to Remuneration Policy Appointment of Auditor Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports Authority to Issue Shares w/ Preemptive Rights (Specified Capital Investment) Authority to Issue Shares w/ Preemptive Rights (Specified Capital Investment)	Against For Against For Against For
		Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Issue Participation Rights Ratification of Wanagement Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Accounts and Reports Amendment to Remuneration Policy Appointment of Auditor Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports Authorisation of Political Donations Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights Authority to Says Shares w/ Preemptive Rights	Against For Against For Against For Against For
		Amendments to Articles (Viguaryisory Board Participation) Amendments to Articles (Virtual AGM) Appointment of Auditor Authority to Issue Participation Rights Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Accounts and Reports Appointment of Auditor Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports Authority to Issue Shares w/ Preemptive Rights (Specified Capital Investment) Authority to Set Auditor's Fees Authority to Set Auditor's Fees Authority to Set Auditor's Fees	Against For Against For Against For Against For

		Elect Harry Dietz Elect Jesse Goodman	For For
		Elect Julie Brown Elect Sir Jonathan R. Symonds	For
		Elect Urs Rohner Elect Vishal Sikka	For
H & R AG	23.05.2023 Germany	Remuneration Report Accounts and Reports	For
		Allocation of Dividends Amendments to Articles (Virtual Only AGM; Supervisory Board Participation in the Virtual AGM)	For For
		Appointment of Auditor Elect Hartmut Schütter as Supervisory Board Member	For For
		Ratification of Management Board Acts Ratify Dominik Franz	For Against
		Ratify Harald Januszewski Ratify Hartmut Schütter	Against Against
		Ratify Holger Hoff Ratify Joachim Girg	Against Against
		Ratify Patrick Ewels Ratify Reinhold Grothus	Against Against
		Ratify Roland Chmiel Ratify Rolf Schwedhelm	Against Against
		Ratify Sabine U. Dietrich Ratify Sven Harsen	Against Against
		Ratify Thomas Merting Remuneration Report	Against Against
Hannover Ruck SE	03.05.2023 Germany	Allocation of Dividends Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	For Against
		Amendments to Articles (Virtual Participation of Supervisory Board Members) Amendments to Articles (Virtual Shareholder Meetings)	Against Against
		Appointment of Auditor Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	For Against
Hartford Financial Services Group Inc.	17.05.2023 United States	Advisory Vote on Executive Compensation Elect Carlos Dominguez	For For
		Elect Christopher J. Swift Elect Donna A. James	For For
		Elect Edmund Reese Elect Greig Woodring	For Against
		Elect Kathyn A. Mikells Elect Larry D. De Shon	For
		Elect Matthew Limiter Elect Teresa W. Roseborough	For
		Liest treas W. Noseowough Elect Treas Fetter Elect Virginia P. Ruesterholz	For
		Elect Virginia P. Ruestemoiz Ratification of Auditor Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against Against
Hasbro, Inc.	18.05.2023 United States	Advisory Vote on Executive Compensation	For
		Amendment to the 2003 Stock Incentive Performance Plan Elect Blake Jorgensen Elect Christian B. Confe	For For
		Elect Christian P. Cocks Elect Elizabeth Hamren	For For
		Elect Hope Cochran Elect Laurel J. Richie	For For
		Elect Linda Zecher Higgins Elect Lisa Gersh	For For
		Elect Mary Elizabeth West Elect Michael R. Burns	For For
		Elect Richard S. Stoddart Elect Tracy A. Leinbach	Against For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
Healthpeak OP LLC	27.04.2023 United States	Advisory Vote on Executive Compensation Approval of the 2023 Performance Incentive Plan	For For
		Elect Brian G. Cartwright Elect Christine N. Garvey	Against For
		Elect David B. Henry Elect James B. Connor	For For
		Elect Katherine M. Sandstrom Elect R. Kent Griffin Jr.	For
		Elect Sara G. Lewis Elect Scott M. Brinker	For For
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	For Unvoted
		Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Unvoted Unvoted
Heidelberg Materials AG	11.05.2023 Germany	Ratification of Auditor Allocation of Dividends	For For
		Amendment to Previously-Approved Control Agreement with HeidelbergCement International Holding GmbH Amendments to Articles (Virtual Participation of Supervisory Board Members)	For For
		Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor	For
		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital Authority to Repurchase and Reissue Shares	Against For
		Authority to Repurchase Shares Using Equity Derivatives Change of Company Name	For For
		Ratify Barbara Breuninger Ratify Bernd Scheifele	For For
		Ratify Birgit Jochens Ratify Chris Ward	For For
		Ratify Dennis Lentz Ratify Dominik von Achten	For For
		Ratify Committee Voltacieri Ratify Ernest Jelito Ratify Frist-Jürgen Heckmann	For For
		Ratify Hakan Gurdal Ratify Hakan Gurdal	For For
		Ratify Ines Ploss Ratify Ines Ploss	For For
		Ratify (zwin disside Ratify (zwin disside	For For
		, isany Luowig Wercuse Ratify Luika Music Ratify Marget Suckale	For For
		Ratify Marion Weisenberger-Eibl Ratify Marion Weisenberger-Eibl	For For
		Ratify Neter Riddel Ratify Rene Aldach	For For
		Ratify Rene Aldach Ratify Sopna Sury Ratify Tobias Merckle	For
		Ratify Werner Schraeder	For For
Holdelhorrer Druckmannhings &C	20 07 2022 0	Remuneration Report Supervisory Board Remuneration Policy	For For
Heidelberger Druckmaschinen AG	26.07.2023 Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	Against For
		Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For For
		Elect Ferdinand Rüesch as Supervisory Board Member Increase in Authorised Capital	For For
		Management Board Remuneration Policy Ratification of Management Board Acts	For For
		Ratify Beate Schmitt Ratify Bernhard Buck	For For
		Ratify Ferdinand Ruesch Ratify Fritz Oesterle	For For
		Ratify Gerald Dorr Ratify Ina Schlie	For For
		Ratify Li Li Ratify Martin Sunshine	For For
		Ratify Mirko Gigler Ratify Mirko Gigler	For
		Raufy Mirko Geiger Ratify Oliver Young Ratify Pottor Otte	
Heliad Equity Partners Gmbh & Co	16.08.2023 Germany	Ratify Mirko Geiger Ratify Oliver Young	For For
Heliad Equity Partners Gmbh & Co	16.08.2023 Germany	Ratify Mirko Geiger Ratify Olever Young Ratify Petra Otte Ratify Petra Otte Ratify Ratif	For For Abstain For For
Heliad Equity Partners Gmbh & Co	16.08.2023 Germany	Ratify Mirko Geiger Ratify Petra Otte Ratify Petra Otte Ratify Petra Otte Ratify Ratify Alpih Arms Remumeration Report Accounts and Reports Accounts and Reports Alcounts and Reports Elect Herbert Seuling Elect Herbert Seuling	For For Abstain For For Against Against
Heliad Equity Partners Gmbh & Co	16.08.2023 Germany	Ratify Mirko Gelger Ratify Oliver Young Ratify Poliver Toung Ratify Ratify Alph Arns Remuneration Report Accounts and Reports Appointment of Auditor Elect Herbert Seduling	For For Abstain For For Against

ALCHORIST COMP			F
HelloFresh SE	12.05.2023 Germany		For For
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain
		Amendments to Articles (Virtual General Meeting)	Abstain
			For
			For
		Elect Stefan Smalla	For
			For
			For
		Ratification of Supervisory Board Acts	For
	42.05.2022. 6		Against
Hensoldt AG	12.05.2023 Germany		For Against
			For
		Appointment of Auditor	For
			For
			For
			Against
Hermes International		Remuneration Report	Against
Hermes International	20.04.2023 France		Against
		2022 Remuneration of Eric Ge Seynes, Supervisory Board Chair	Against
		2022 Remuneration Report	Against
			Against
			For
		Allocation of Profits/Dividends	For
		Appointment of Auditor (Grant Thornton)	Against
			For
			For
		Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	Against
			Against
			Against For
		Authority to Issue Performance Shares	Against
			Against
			For Against
		Authority to issue shares and convertible upor w/o Preemptive Rights Authority to Repurchase and Reissue Shares	Against For
		Consolidated Accounts and Reports	For
			For
			For
		Elect Renaud Momméja	For
		Employee Stock Purchase Plan	For
			For
Hewlett Packard Enterprise Co	05.04.2023 United States		For
		Elect Frank A. D'Amelio	For
			For
			For
			For
		Elect Raymond E. Ozzie	For
			For
			For
			For
hGears AG	13.06.2023 Germany	Amendments to Articles (Virtual Shareholder Meetings)	For
			For
			Against
		Ratification of Management Board Acts	For
			Against
		Ratification of Supervisory Board Acts	
		Remuneration Report	Against
Hilton Worldwide Holdings Inc	18.05.2023 United States	Remuneration Report Stock Option Plan; Increase in Conditional Capital	
Hilton Worldwide Holdings Inc	18.05.2023 United States	Remuneration Report Stock Option Plain, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlen F. Begley	Against Against For For
Hilton Worldwide Holdings Inc	18.05.2023 United States	Remuneration Report Stock Option Plan; Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene T. Begley Elect Chris Carr	Against Against For For
Hilton Worldwide Holdings Inc	18.05.2023 United States	Remuneration Report Stock Option Plan; Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene T. Begley Elect Christ Carr Elect Christopher J. Nassetta	Against Against For For For For
Hilton Worldwide Holdings Inc	18.05.2023 United States	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charleer T. Begley Elect Christopher J. Nassetta Elect Option Steemand	Against Against For For
Hilton Worldwide Holdings Inc	18.05.2023 United States	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Regley Elect Christopher J. Nassetta Elect Christopher J. Resenland Elect Elizabeth A. Smith	Against Against For For For For For Against
Hilton Worldwide Holdings inc	18.05.2023 United States	Remuneration Report Stock Option Plani, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Bagley Elect Chris Carr Elect Charlens - Bagley Elect Chris Carr Elect Elect Elect Chris Carr Elect Elect Elect Chris Chris Elect Londshan D. Gray Elect Judith A. MetHale	Against Against For For For For For Against For For For For For
Hilton Worldwide Holdings Inc	18.05.2023 United States	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene F. Begley Elect Christope T. Regiey Elect Christope T. Nassetta Elect Christopher J. Nassetta Elect Douglas M. Steenland Elect Elizabeth A. Smith Elect Douglas M. Steenland Elect Elizabeth A. Smith Elect Josephan D. Gray Elect Josephan L. Gray Elect Josephan L. Healey	Against Against For
Hilton Worldwide Holdings Inc		Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens F. Begley Elect Christoper J. Nassetta Elect Christopher J. Nassetta Elect Douglas M. Steenland Elect Elizabeth A. Smith Elect Josephan D. Gray Elect Josephan D. Gray Elect Josephan E. Gray Elect Josephan D. Gray Elect Mealnie L. Healey Elect Resymond E. Mabus, Jr. Ratification of Midtor	Against Against For For For For For Against For For For For For
Hilton Worldwide Holdings inc	18.05.2023 United States 18.05.2023 Cayman Islands	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene T. Begley Elect Chris Carr Elect Chris Charr Elect Chris Chris Chris Charr Elect Chris Ch	Against Against For For For For Against For Against For Against For Against For
		Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene F. Begley Elect Christ Carr Elect Charlene F. Bagley Elect Christ Carr Elect Christ Carr Elect Christopher J. Nassetta Elect Douglas M. Steenland Elect Douglas M. Steenland Elect Jonathon J. Gray Accounts and Reports Accounts and Reports Accounts and Reports Allocation of Profits, Dividends	Against Against For For For For For For For For Against For
		Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene T. Begley Elect Chris Carr Elect Chris Charr Elect Chris Chris Charr Elect Chris Charr Elect Chris Chris Chris Charr Elect Chris Ch	Against Against For For For For For For For Against For
		Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene T. Begley Elect Chris Carr Elect Chris	Against Against For For For For For For For For For Against For For For For For For For For For Against For For For For For For
		Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene I. Begley Elect Chris Carr Elect E	Against Against For
		Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Bagley Elect Chris Carr Elect Chris Charr Elect Charr Elect Chris Charr Elect Chris Charr Elect Chris Charr Elect Charr Elect Chris Charr Ele	Against Against For
	31.05.2023 Cayman Islands	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Christ Carr Elect Charlens I. Begley Elect Christ Carr Elect Elect Elect A. Stock Elect Elect Elect Elect Elect Christ Carr Elect Elec	Against Against For
HKT Trust		Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Charlens I. Begley Elect Christ Carr Elect Christ Carr Elect Christ Carr Elect Christopher J. Nassetta Elect Christopher J. Nassetta Elect Christopher J. Nassetta Elect Christopher J. Nassetta Elect Elect Elect A. Smith Elect Elect Elect A. Smith Elect E	Against Against For For For For For Against For For Against For
HKT Trust	31.05.2023 Cayman Islands	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Charlens - Begley Elect Chris Carr Elect Chris Carr Elect Chris Carr Elect Chris Carr Elect Chris Charr Elect Chris Chris Chris Chris Chris Chris Charr Elect Chris C	Against Against For
HKT Trust	31.05.2023 Cayman Islands	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Charlens I. Begley Elect Christ Carr Elect Christ Carr Elect Christ Carr Elect Christopher J. Nassetta Elect Christopher J. Nassetta Elect Christopher J. Nassetta Elect Elizabeth A. Smith Elect Elizabeth A. Smith Elect Elizabeth A. Smith Elect Elizabeth A. Smith Elect Indathan D. Gray Elect Indathan M. McHale Elect Melanie L. Healey Elect Melanie L. Healey Elect Melanie L. Healey Elect Melanie C. Healey Accounts and Reports Directors' Fees Elect Melanie C. Hundriv Dividends Appointment of Auditor and Authority to Set Fees Authority to Issue Share Stapled Units w/o Preemptive Rights Directors' Fees Elect Aman S. Medita Elect Mico CHUNG Cho Vee Elect Susanna HUI Hon Hing Allocation of Dividends Amendments to Articles (Virtual Braticipation) Amendments to Articles (Virtual Braticipation) Amendments to Articles (Virtual Braticipation)	Against Against For For For For For Against For For Against For
HKT Trust	31.05.2023 Cayman Islands	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Chris Charr Elect Chris Chris Chris Chris Chris Charr Elect Chris C	Against Against For For For For For For For For Against For For For For For For For For For Against For
HKT Trust	31.05.2023 Cayman Islands	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Chris Chris Carr Elect Chris Carr Elect Chris Chris Carr Elect Chris Chris Carr Elect Chris	Against Against For
HKT Trust	31.05.2023 Cayman Islands	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Charlens I. Begley Elect Christ Carr Elect Elect Elect Christ Carr Elect Elect Elect Christ Carr Elect Elect Elect Elect Christ Carr Elect E	Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Chris Chris Carr Elect Chris Carr Elect Chris Chris Carr Elect Chris Chris Carr Elect Elect Advisor Chris Chris Chris Chris Carr Elect Elect Elect Advisor Chris Chri	Against Against For
HKT Trust	31.05.2023 Cayman Islands	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Bagley Elect Chris Carr Elect Chris Chris Carr Elect Chris Carr Elect Chris Carr Elect Elect Advisor Elect Judith A. Methale Elect Melanie L. Healey Elect Agmond E. Mabus, Ir. Ratification of Auditor Accounts and Reports Allocation of Profits/Dividends Alpointment of Auditor and Authority to Set Fees Authority to Issue Share Stapled Units w/o Preemptive Rights Directors' Fees Elect Aman S. Mehta Elect Mico Chulk Grove Elect Susanna Hill Hon Hing Allocation of Dividends Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Beetings) Amendments to Articles (Virtual Beetings) Amangement Board Actis (Elect Migner Staples) Ratification of Supervisory Board Increase in Authorised Capital Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Accounts and Reports	Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Socko Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Christ Carr Elect Christ Carr Elect Christ Carr Elect Christopher J. Nassetta Elect Douglas M. Steenland Elect Douglas M. Steenland Elect Elect Elect As Smith Elect Elect Elect As Smith Elect Insolution II. Gray Elect Linda Ha. A Smith Elect Insolution II. Gray Elect India Ha. McHale Elect India Ha. McHale Elect India Ha. McHale Elect India Ha. McHale Elect Melanic I. Healey Elect Reprends E. Mabbas, Ir. Ratification of Auditor Accounts and Reports Alcoation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Authority to Suss Share Staphed Units w/o Preemptive Rights Directors' Fees Elect Amans, Mehta Elect Amans, Mehta Elect Amans, Mehta Elect Susman Ellut Hon Ring Allocation of Dividends Allocation of Ovidends Amendements to Articles (Virtual Berticipation) Amendements to Articles (Virtual Participation) Amendements to Articles (Virtual Participation) Amendement Staphen Auditor Elect Ming; Steinkampt to the Supervisory Board Increase in Authoristic Capital Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Accounts and Reports Allocation of Polits/Dividends	Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Bagley Elect Chris Carr Elect Chris Chris Carr Elect Chris Carr Elect Chris Chris Carr Elect Chris Chris Carr Elect Elect Elect Advisor Elect Elect Elect Advisor Elect Elect Elect Advisor Elect Elect Elect Advisor Elect Judith A. Methale Elect Melanie L. Healley Elect Agmond Elect Raymond Elect E	Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Chris Chris Carr Elect Chris Carr Elect Chris Carr Elect Elect Advisor Elect Linabatha D. Gray Elect Linabatha D. Gray Elect Judith A. Methale Elect Malenie L. Healley Elect Malenie L. Healley Elect Magnetia Chris Elect Elect Elect Advisor Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Authority to Issue Share Stapled Units w/o Preemptive Rights Directors' Fees Elect Aman S. Metha Elect Mico Chris Mordends Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Beetings) Amandements to Articles (Virtual Beetings) Amandements on Articles (Virtual Meetings) Amandements and Auditor Elect Micro Elect Supervisory Board Increase in Authorised Capital Management Board Acts Remuneration Report Authority to Repurvisory Board Acts Remuneration Report Authority to Repurchase Shares Board Size; Number of Auditors Authority to Repurchase Shares Board Size; Number of Auditors	Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Socko Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Chris Carr Elect Elect Elect Chris Carr Elect Elect Elect Elect Chris Carr Elect Ele	Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Regley Elect Chris Carr Elect Elect Assetta Elect Duglas M. Steenland Elect Elect Elect Assetta Elect Judith A. Smith Elect Judith A. Smith Elect Judith A. MetHale Elect Melanie L. Healey Elect Agmond E. Mabus, Ir. Ratification of Auditor Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Authority to Issue Share Sapled Units w/o Preemptive Rights Directors' Fees Elect Aman S. Melta Elect Mico ChulNic Chrive Elect Susanna Hill Hon Hing Allocation of Dividends Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Supervisory Board Increase in Authorised Capital Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Allocation of Profits/Dividends Allocation of Profits/Dividends Allocation of Profits/Dividends Appointment of Auditor Appointment of Auditor Approximent of Auditor Elect Migra Seliman to the Supervisory Board Increase in Authorised Capital Management Supervisory Board Acts Remuneration Report Allocation of Profits/Dividends Directors of Dividends Electrical Science Adultors Directors of Auditors Directors of Auditors Directors of Auditors Directors of Dividends	Against Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Socko Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Chris Carr Elect Charlens I. Sanger Elect Chris Charr Elect Elect Elect Advisor Elect Lindar H. A Smith Elect Lindar H. A Smith Elect Lindar H. A Smith Elect Jonathan D. Gray Elect Judith A. McHale Elect Andelsine L. Healey Elect Meshanie L. Healey Elect Meshanie L. Healey Elect Raymond E. Mabus Jr. Basification of Auditor Accounts and Reports Allocation of Profits (Dividends Alpointment of Auditor and Authority to Set Fees Authority Visue Share Stapled Units w/o Preemptive Rights Directors Fees Elect Aman S. Mehta Elect Aman S. Mehta Elect Aman S. Mehta Elect Mico CHUNG Cho Yee Elect Sasamar HUH on ring Allocation of Dividends Allocation of Auditor Amendments to Articles (Virtual Participation) Appointment of Auditor Accounts and Reports Allocation of Portity, Dividends Appointment of Auditor Authority to Reports Charles Based Size, Number of Auditors Directors and Auditors Elect Ming Steinkamp to the Supervisory Board Acts Remuneration Report Accounts and Reports Based Size, Number of Auditors Directors and Auditors Elect Ming Steinkamp to the Supervisory Board and Elect Authority of Reports Board and Elect Authority of Report Anders Supervisory Board and Elect Authority of Report Anders Supervisory Board Acts Elect Ming Steinkamp to the Supervisory Board Acts Elec	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Begley Elect Chris Carr Elect Charlens I. Sagely Elect Chris Carr Elect Chuglas M. Steenland Elect Douglas M. Steenland Elect Douglas M. Steenland Elect Elizabeth A. Smith Elect Linosthan D. Gray Elect Judith A. Kethel Elect Judith A. Kethel Elect Judith A. Kethel Elect Melanie L. Hoaley Elect American Elect Douglas M. Advisor Basilication of Auditor Accounts and Reports Allocation of Profits/Dividends Algorimment of Auditor and Authority to set Fees Authority to Issue Share Stapled Units w/o Preemptive Rights Elect Aman S. Mehta Elect Saannan Hull Hon Hing Allocation of Ovidends Allocation of Ovidends Amendments to Articles (Virtual Participation) Amendments to Articles (Virtual Reetings)	Against Against For
HKT Trust Hochtlef AG	31.05.2023 Cayman Islands 26.04.2023 Germany	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Bagley Elect Chris Carr Elect Elizabeth A. Smith Elect Jonathan D. Gray Elect Judith A. Methale Elect Judith A. Methale Elect Male Elect Marken Elect	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Socko Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens F. Begley Elect Chris Carr Elect Charlens Carr Elect Church Sarr Elect Douglas M. Steenland Elect Douglas M. Steenland Elect Douglas M. Steenland Elect Douglas M. Steenland Elect Linabeth A. Smith Elect Jonathan D. Gray Elect Judith A. Kothle Elect Judith A. Kothle Elect Judith A. Methale Elect Melanie L. Healey Elect Melanie L. Healey Elect Raymond E. Mabus, Jr. Basification of Auditor Accounts and Reports Allocation of Profits/Dividends Alpointment of Auditor and Authority to set Fees Authority to issue Share Stapled Units w/o Preemptive Rights Directors' Fees Elect Aiman S. Meha Elect Mann S. Meha Elect Mann S. Meha Elect Mann S. Meha Elect Mann S. Meha Elect Mind Churk Geb Yee Elect Stanna Hill Hon Hing Allocation of Dividends Amendments to Articles (Virtual Participation) Amendments to Articles (Virtual Meetings) Amendments to Articles (Virtual Participation) Apopiniment of Auditor Apopiniment of Auditor Accounts and Reports Allocation of Porticly Dividends Appointment of Auditor Authority to Reports Board and CC Acts Remuneration Report Advisory Vote on Executive Compensation Elect Ming Steinkand Profits Dividends Appointment of Auditor Authority to Reports Board and CC Acts Remuneration Policy Remuneration Policy Remuneration Report Advisory Vote on Executive Compensation Elect Albert P. Czery	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Socko Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Elizabeth - Smith Elect Jonathan D. Gray Elect Judith A. Methale Elect Melanie L. Healley Elect Judith A. Methale Elect Malenie L. Meslaw Elect Raymond E. Medhale Elect Raymond Auditor Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Elect Aman S. Metha Elect Month Chris	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Elect As Stock Elect As Stock Elect Judith A. McHale Elect Melanie L. Healey Elect As Elect Raymond E. Mabus, Ir. Ratification of Auditor Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Authority to Issue Share Stapled Units w/o Preemptive Rights Directors' Fees Elect Aman S. Melta Elect Mico Chulk Chris Chri	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens I. Bagley Elect Chris Carr Elect Charlens I. Sanger Elect Chris Carr Elect Chuglas M. Steenland Elect Duglas M. Steenland Elect Duglas M. Steenland Elect Duglas M. Steenland Elect Linguish M. Steenland Elect Judith A. Smith Elect Judith A. Smith Elect Judith A. Kethale Elect Melanie L. Healey Elect American Elect Duglas M. Advisor Elect Judith A. Methale Elect Melanie L. Healey Elect Raymond E. Mabus, Jr. Basification of Auditor Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to set Fees Authority to Issue Share Stapled Units W/o Preemptive Rights Directors' Fees Elect Aman S. Meha Elect Minan S. Meha Elect Mi	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens - Begley Elect Chris Carr Elect Chris Chris Carr Elect Elect Assert Elect Douglas M. Steenland Elect Chris	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Electroperation Report Stock Option Phay, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlen F. Begley Elect Chris Carr Elect Churis Carr Elect Churis Carr Elect Churis Carr Elect Churis Carr Elect Eluzabeth A. Smith Elect Eluzabeth A. Smith Elect Joshthan D. Gray Elect Judith A. Mortale Elect Raymond E. Mabus, Jr. Ratification of Auditor Accounts and Begorts Allocation of Forths/Dividends Authority to Issue Share Stapies Units w/o Preemptive Rights Directors Pees Elect Aman S. Meta Elect Micro Churis	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens T. Begley Elect Chris Carr Elect Charlens T. Begley Elect Chris Carr Elect Chris Carr Elect Chris Carr Elect Elazabeth A. Smith Elect Elazabeth A. Smith Elect Elazabeth A. Smith Elect Joshthan D. Gray Elect Judith A. Mortale Elect Raymond E. Mabus, Jr. Rastification of Auditor Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Authority to Issue Share Stapled Units w/o Preemptive Rights Directors Fees Elect Aman S. Morta Elect Mort Christon Chor Vee Elect Samama HU Hon Hing Allocation of Auditor Auditor Appointment of Auditor Elect Mignal Electration to the Supervisory Board Increase in Auditorised Capital Nortices (Virtual Meetings) Amendments to Articles (Virtual	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Phis, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect. Charien T. Begley Elect. Chris Carr Elect. Elect. Elect. Chris Carr Elect. E	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlens F. Regiley Elect Chris Carr Elect Charlens F. Regiley Elect Chris Carr Elect Elect Elect As Smith Elect Elect Elect As Smith Elect Elect Elect As Smith Elect Loudh A. McMale Elect Aman S. McMale Elect Sauanna Elect	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Sock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene F. Begley Elect Chris Carr Elect Charlene F. Begley Elect Chris Carr Elect Charlene F. Begley Elect Chris Carr Elect Charlene F. Assetta Elect El	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Stock Option Plan, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlene F. Begley Elect Chris Carr Elect Charlene F. Begley Elect Chris Carr Elect Charlene F. Asserta Elect Douglas M. Steenland Elect Charlene F. Asserta Elect Charlene F. Asserta Elect Elusberb A. Asserta Elect Elusberb A. Smith Elect Elusberb A. Smith Elect Elusberb A. Smith Elect Elusberb A. Smith Elect Melaria t. Lealey Elect Regulate Elect E	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Sock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charles Tile Begley Elect Christ Curr Elect Christopher J. Rosetta Elect J. Elect J. Elect El	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Sock Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charlers English Elect Josephan D. Cary Elect Josephan D. Cary Elect Josephan D. Cary Elect Josephan D. Cary Elect Medine L. Healey Elect Regmond E. Mabus, Jr. Ratification of Auditor Accounts and Reports Accounts and Reports Accounts and Reports Accounts and Reports Allocation of Portiol Charlers Elect Medine L. Healey Elect Alloring To Elect Medine Elect English Elect Alloring To Elect English Elect Alloring To Elect English Authority to Essa Ehre Suppled Units w/o Preemptive Rights Director's Fees Elect Alloring To Elect English Elect Micro CHURC Charle Amendments to Articles (Virtual Participation) Appartment of Auditors Elect Micro CHURC Charles Elect Alloring Elect Micro CHURC Charles Elect Alloring El	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Sock Option Plans; Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charles Tile Spelly Elect Christ Carr Elect Charles Tile Spelly Elect Line Spelly Elect Line Spelly Elect Spelly Elect Elect Elect Elect Christ Christ Christ Elect E	Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Security Vote on Executive Compensation Socio Option Plans, Increase in Conditional Capital Advisory Vote on Executive Compensation Elect Charles I Begley Elect Journal O. Cory Elect Malma E. Healy Elect Rammed E. Mabos, Jr. Authority to Issue Stare Stapled Units w/o Preemptive Rights Director's Fees Authority to Issue Stare Stapled Units w/o Preemptive Rights Director's Fees Elect Anna's Mehita Elect Monan's Mehita Amagement Board Remuneration Policy Amagement Board Remuneration Policy Management Board Remuneration Policy Management Board Remuneration Policy Management Board Remuneration Policy Authority to Repurchase Shares Board Stee Number of Auditors Elect Allers T. Carey Elect Allers T. Carey Elect Allers T. Carey Elect Allers T. Carey Elect Linea K. Down Ele	Against Against For
Hochtef AG Holmen AB Home Depot, Inc.	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report	Against Against Against For
HKT Trust Hochtlef AG Holmen AB	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Sock Option Plant pressure in Conditional Capital Advisory Vote on Executive Compensation Exect Columber 7. Register Exect Columber 7. Register Exect Columber 7. Research Exect Columber 7. Research Exect Columber 7. Research Exect Execution 1. Register Exect Medical L. Research Exect Medical L. Research Allocation of Profits (Dishedends Appointment of Auditor Accounts and Register and Auditor 1. Research Authority to Issue Share Staple Units w/o Preemptive Rights Distriction of Profits (Dishedends Auditority to Issue Share Staple Units w/o Preemptive Rights Distriction of Dishedends Blact Mice CHUNG Chr Vere Exec Share Staple Units w/o Preemptive Rights Distriction of Dishedends Amendments to Article (Virtual Meeting) A	Against Against For
Hochtef AG Holmen AB Home Depot, Inc.	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remuneration Report Socio Cyliron Pina' prosess in Conditional Capital Advisory Vols on Sissective Compression Exect Chairles 7: Region Sect Ch	Against Against For
Hochtef AG Holmen AB Home Depot, Inc.	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Security Vision Security Compression Securi	Against Against Against For
Hochtief AG Holmen AB Home Depot, Inc.	31.05.2023 Cayman Islands 26.04.2023 Germany 28.03.2023 Sweden	Remarkation Report Socio Option Plany Increases in Conditional Capital Advisory Vivia on Executive Compensation Advisory Vivia on Executive Compensation Best Christopher J. Hassetta Best Reprinted J. Hassetta Best Reprinted J. Hassetta Allocation of Auditor Accounts and Report Allocation of Profits/Dividends Allocation of Profit	Against Against For

		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
		Elect John Feldmann	For
		Elect Martin Hornbach Elect Melanie Thomann-Bopp	For For
		Elect Simona Scarpaleggia Elect Simone Krah	For For
		Elect Vanessa Stützle	For
		Ratification of General Partner Acts Ratification of Supervisory Board Acts	For For
		Remuneration Report Supervisory Board Remuneration Policy	Abstain For
Hornbach-Baumarkt AG	06.07.2023 Germany	Allocation of Dividends	For
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Supervisory Board Meetings)	Against For
		Amendments to Articles (Virtual AGM) Appointment of Auditor	Against For
		Elect Albrecht Hornbach	Against
		Elect Georg Hornbach Elect Jens P. Wulfsberg	For For
		Elect John Feldmann Elect Martin Hornbach	For For
		Elect Melanie Thomann-Bopp	For
		Elect Simona Scarpaleggia Elect Steffen Hornbach	For For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
		Supervisory Board Remuneration Policy	For
HP Inc	24.04.2023 United States	Advisory Vote on Executive Compensation Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	For For
		Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 2 years 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 Elect Bruce Broussard	For For
		Elect Charles Chip V. Bergh Elect Enrique Lores	For For
		Elect Judith A. Miscik	For
		Elect Kim K.W. Rucker Elect Mary Anne Citrino	For For
		Elect Richard L. Clemmer Elect Robert R. Bennett	For For
		Elect Shumeet Banerji Elect Stacy Brown-Philipot	For For
		Elect Stephanie A. Burns	For
		Elect Subra Suresh Ratification of Auditor	For Against
ISBC Holdings plc	05.05.2023 United Kingdom	Shareholder Proposal Regarding Right to Act by Written Consent	Against For
	55.55.2525 Office Kingdom	Appointment of Auditor	For
		Authorisation of Political Donations Authority to Issue Repurchased Shares	For For
		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For For
		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For For
		Authority to Repurchase Shares Authority to Repurchase Shares Off-Market	For For
		Authority to Set Auditor's Fees	For
		Authority to Set General Meeting Notice Period at 14 Days Elect Carolyn Fairbairn	For For
		Elect David T. Nish Elect Eileen Murray	For For
		Elect Georges Elhedery	For
		Elect Geraldine Buckingham Elect James J. Forese	For For
		Elect José Antonio Meade Kuribreña Elect Kalpana Morparia	For For
		Elect Mark E. Tucker	For
		Elect Noel Quinn Elect Rachel Duan	For For
		Elect Steven Guggenheimer Remuneration Report	For For
		Shareholder Proposal Regarding Dividend Policy	Against
		Shareholder Proposal Regarding Pension Scheme Shareholder Proposal Regarding Potential Spin-Off or Business Restructuring	Against Against
HubSpot Inc	06.06.2023 United States	Advisory Vote on Executive Compensation Elect Claire Hughes Johnson	Against For
		Elect Jay Simons Elect Nick Caldwell	For For
		Elect Yamini Rangan	For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For
Hugo Boss AG	09.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM)	For Abstain
		Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
		Appointment of Auditor Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	For For
iumana Inc.	20.04.2023 United States	Advisory Vote on Executive Compensation	For
		Elect Brad D. Smith Elect Bruce Broussard	For For
		Elect David T. Feinberg	For
		Elect Frank A. D'Amelio Elect John W. Garratt	Against For
		Elect Jorge S. Mesquita Elect Karen W. Katz	For Against
		Elect Kurt J. Hilzinger Elect Marcy S. Klevorn	Against For
		Elect Raquel C. Bono	For
		Elect Wayne A.I. Frederick Elect William J. McDonald	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year
berdrola S.A.	28.04.2023 Spain	Authority to Cancel Treasury Shares and Reduce Capital	Against For
		Accounts Allocation of Profits/Dividends	For For
		Amendments to Articles (Corporate Levels) Amendments to Articles (Legal Provisions, Governance and Sustainability and Compliance System)	For For
		Amendments to Articles (Preamble; Preliminary Title)	For
		Authorisation of Legal Formalities Board Size	For For
		Elect José Ignacio Sánchez Galán Elect Manuel Moreu Munaiz	Against For
		Elect María Helena Antolín Raybaud	For
		Elect Sara de la Rica Goiricelaya Elect Xabier Sagredo Ormaza	For For
		First Scrip Dividend Long-Term Incentive Plan (2023-2025 Strategic Bonus)	For For
		Management Reports	For
		Ratification of Board Acts Ratify Co-Option of Armando Martínez Martinez	For For
		Remuneration Report Report on Non-Financial Information	For For
		Second Scrip Dividend	For
ndus Holding AG	17.05.2023 Germany	Special Dividend (Engagement Dividend) Allocation of Dividends	For Against
		Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For
		Elect Barbara Schick	Against For
			For
		Elect Carl Martin Welcker Elect Dorothee Becker	For
		Elect Dorothee Becker Elect Isabell M. Welpe	For
		Elect Dorothee Becker Elect Labell N. Welpe Elect Lan Klingelnberg Elect Jun Klingelnberg Elect Jun Klingelnberg	For For Against
		Elect Dorothee Becker Elect Isabell M. Welpe Elect Jan Klingelnberg	For For Against For Against
infineon Technologies AG	16.02.2023 Germany	Elect Drothee Becker Elect Sabell M. Welpe Elect Lan Klingelnberg Elect Jan Klingelnberg El	For For Against For

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

IOMA Haldinas Isa	40.04.0000 11.11.17	Additional Visits on Franchisco Communities	
IQVIA Holdings Inc	18.04.2023 United States	Advisory Vote on Executive Compensation Elect Carol J. Burt Elect Callen A. Goggins	Against For Against
		Elect Shella A Stamps Permit Shareholders to Call Special Meetings	For Abstain
		Ratification of Auditor Shareholder Proposal Regarding Independent Chair	Against For
Jenoptik AG	07.06.2023 Germany	Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Share Register)	For For
		Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Tritual Meeting)	Against Against
		Appointment of Auditor Authority to Repurchase and Reissue Shares	Abstain For
		Increase in Authorised Capital Management Board Remuneration Policy	For For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Johnson & Johnson	27.04.2023 United States	Remuneration Report Advisory Vote on Executive Compensation Elect. Anne Mulcahy	For For
		Elect Annie Mulicary Elect Da Cott Davis Elect Darius Adamczyk	For For
		Elect Hubert Joly Elect Jennifer A. Doudna	For For
		Elect Joaquin Duato Elect Marillyn A. Hewson	For For
		Elect Mark A. Weinberger Elect Mark B. McClellan	For For
		Elect Mary C. Beckerle Elect Nadja Y. West Elect Paula J. Johnson	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	For 1 Year Against
		Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs Shareholder Proposal Regarding Adoption of Mandatory Arbitration Bylaw	For For
		Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Report on Access to COVID-19 Products	For For
Johnson Controls International plc	08.03.2023 Ireland	Advisory Vote on Executive Compensation Appointment of Auditor	For Against
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For For
		Authority to Repurchase Shares Authority to Set Auditor's Fees	For For
		Authorize Price Range at which the Company Can Re-Allot Treasury Shares Elect Arysha Khanna Elect Carl Jürgen Tinggren	For For
		Elect George R. Oliver Elect Gretchen R. Haggerty	For For
		Elect Jean S. Blackwell Elect John D. Young	For For
		Elect Mark P. Vergnano Elect Michael E. Daniels	For For
		Elect Pierre E. Cohade Elect Simone Menne	For For For
Johnson Matthey plc	20.07.2023 United Kingdom	Elect W. Roy Dunbar Frequency of Advisory Vote on Executive Compensation Accounts and Reports	1 Year For
on mattery pie	20.07.2023 Officed Kingdom	Appointment of Auditor Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	For For
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	For For
		Elect Barbara S. Jeremiah Elect Chris Mottershead	For For
		Elect Doug Webb Elect Lane Griffiths	For For
		Elect John O'Higgins Elect Liam Condon Elect Patrick W. Thomas	For For For
		Elect Ris Borst Elect Ris Borst Elect Stephen Oxley	For
		Elect Xiaozhi Liu Final Dividend	For For
		Remuneration Policy Remuneration Report	For For
Juniper Networks Inc	10.05.2023 United States	Advisory Vote on Executive Compensation Amendment to the 2015 Equity Incentive Plan	For Against
		Elect Anne DelSanto Elect Christine M. Gorjanc	For For
		Elect James Dolce Elect James B. Haugen Elect Kevin A. DeNuccio	For For For
		Elect Rahul Merchant Elect Rahul Merchant Elect Rami Rahim	For For
		Elect Stott Kriens Elect Stott Kriens	For For
		Elect William Stensrud Frequency of Advisory Vote on Executive Compensation	For 1 Year
K & S AG	10.05.2023 Germany	Ratification of Auditor Additional or Amended Shareholder Proposals	Against Against
		Allocation of Dividends Amendments to Articles (Supervisory Board)	For For
		Amendments to Articles (Virtual Participation of Supervisory Board Members) Amendments to Articles (Virtual Shareholder Meetings)	Against For
		Appointment of Auditor Elect Christiane Hölz Elect Christiane Wolff	For For For
		Elect Eller Eller Management Board Remuneration Policy	For Abstain
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
		Remuneration Report Shareholder Proposal Regarding Repurchase and Cancellation of Company Shares	Against Against
KBC Groupe NV	04.05.2023 Belgium	Supervisory Board Remuneration Policy Accounts and Reports; Allocation of Dividends	For For
		Amendments to Articles Regarding Allocation of Share Premiums Amendments to Articles Regarding Bond Holders' Rights	For For
		Amendments to Articles Regarding Decisions of the Board Amendments to Articles Regarding the Authority to Increase Share Capital	For For
		Amendments to Articles Regarding the Cancellation of Treasury Shares Amendments to Articles Regarding the Powers of the Executive Committee Authorisation of Legal Formalities	For For For
		Authorisation of Legal Formalities (Crossroads Bank for Enterprises and the Tax Authorities) Authorisation to Coordinate Articles	For For
		Elect Alain Bostoen to the Board of Directors Elect Frank Donck to the Board of Directors	Against Against
		Elect Franky Depickere to the Board of Directors Elect Koenraad Debackere to the Board of Directors	Against For
		Elect Marc De Ceuster to the Board of Directors Elect Raf Sels to the Board of Directors	Against Against
		Increase in Authorised Capital (w/ Preemptive Rights) Increase in Authorised Capital (w/o Preemptive Rights)	For For
		Ratification of Auditor's Acts Ratification of Board Acts Personners the Property	For For
KDDI Corp.	21.06.2023 Japan	Remuneration Report Statutory Auditor's Fees Allocation of Porflit (Thirdends	For For
-eres	21.00.2023 Japan	Allocation of Profits/Dividends Amendments to Articles Elect Goro Yamaguchi	For For For
		Elect Hiromit Matsuda Elect Jiromko Okawa	For For
		Elect Kazuyuki Yoshimura	For
		Elect Keiji Yamamoto	For
			For For For

		Elect Toshitake Amamiya Elect Tysuromu Tannowa	For
Kellogg Co	28.04.2023 United States	Elect Vasuali Kuwahara Advisory Vote on Executive Compensation Elect La June Montgomery Tabron	For For
		Elect Stephanie A. Burns Elect Stephanie A. Cahillane	For For
		Ciect Steve A. Calimanie Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
		Shareholder Proposal Regarding Civil Rights Audit Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against
Kering	27.04.2023 France	2022 Remuneration of François Palus, Deput CEO 2022 Remuneration of François Palus, Deput CEO 2022 Remuneration of Jean-François Palus, Deput CEO	Against Against
		2023 Remuneration Report 2023 Remuneration Policy (Board of Directors)	For
		2023 Remuneration Policy (Corporate officers) Accounts and Reports	Against For
		Allocation of Legal Formalities Authorisation of Legal Formalities	For
		Authority to Cancel Shares and Reduce Capital Authority to Increase Capital in Consideration for Contributions In Kind	For
		Authority to Increase Capital Through Capitalisations	For Against
		Authority to Issue Shares and Convertible Debt My Freemptive Rights Authority to Issue Shares and/or Convertible Debt Through Private Placement (Qualified Investors)	Against Against
		Authority to State purchase and Reissue Shares Authority to Set Offering Price of Shares	For Against
		Consolidated Accounts and Reports Employee Stock Purchase Plan	For For
		Greenshoe Stock Purchase Plan for Overseas Employees	Against For
Keysight Technologies Inc	16.03.2023 United States	Advisory Vote on Executive Compensation Elect Kevin A. Stephens	For Against
		Elect Paul A. Lacouture Elect Richard P. Hamada	Against Against
		Elect Satish Dhanasekaran Ratification of Auditor	For For
Kingspan Group Plc	28.04.2023 Ireland	Repeal of Classified Board Accounts and Reports	For For
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	For For
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	For For
		Authority to Set Price Range for Reissuance of Treasury Shares Elect Anne Heraty	For For
		Elect Éimear Moloney Elect Gene M. Murtagh	For For
		Elect Geoff P. Doherty Elect Gilbert McCarthy	For For
		Elect Lost Massenberg Elect Linda Hickey	Against For
		Elect Paul Murtagh Elect Russell Shiels	For For
		Elect Senan Murphy Final Dividend	For For
		Increase in NED Fee Cap Remuneration Report	For For
Kion Group AG	20.07.2023 Ireland 17.05.2023 Germany	Cancellation of London Stock Exchange Listing Allocation of Dividends	For For
		Amendments to Articles Appointment of Auditor	Against For
		Elect Nicolas Peter as Supervisory Board Member Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	For Against
Kloeckner & Co SE.	17.05.2023 Germany	Amendments to Articles (General Meeting Notification) Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual Meeting) Appointment of Auditor	Abstain For
		Elect Ralph Heck as Supervisory Board Member Presentation of Accounts and Reports	Against For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
		Remuneration Report Supervisory Board Remuneration Policy	Against For
Knorr-Bremse AG	05.05.2023 Germany	Supervisory Board Remuneration Policy (Implementation Date) Allocation of Dividends	For For
		Amendments to Articles (Virtual Meetings) Appointment of Auditor	Abstain For
		Approval of Intra-Company Control Agreement with Knorr-Bremse Systeme für Nutzfahrzeuge GmbH Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For Against
		Authority to Repurchase and Reissue Shares Increase in Authorised Capital	For For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Koninklijke DSM N.V.	23.01.2023 Netherlands	Remuneration Report Merger of Equals with Firmenich International SA	Against For
Koninklijke KPN NV		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For
Koninklijke KPN NV	12.04.2023 Netherlands	Accounts and Reports Allocation of Dividends	For
		Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights	For For
		Authority to Repurchase Shares Authority to Suppress Preemptive Rights	For For
		Cancellation of Shares Elect Ber J. Noteboom to the Supervisory Board	For
		Elect Frank Heemskerk to the Supervisory Board Elect Herman Dijkhuizen to the Supervisory Board	For
		Elect Jolande C.M. Sap to the Supervisory Board Ratification of Management Board Acts	For
			For
	24 05 2022 11 11	Ratification of Supervisory Board Acts Remuneration Report	For
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Jager to the Supervisory Board Accounts and Reports	For For
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Lager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (P/2024)	For For For
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Lager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (P2024) Appointment of Auditor (P2025-2028) Authority to Issue Shares w / Peremptive Rights	For For For For For
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Lagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (*P2024) Appointment of Auditor (*P2024) Appointment of Auditor (*P2025-2028) Authority to Sus Shares w/ Preemptive Rights Authority to Repurchase Shares Authority to Repurchase Shares Authority to Repurchase Shares	For For For For For For
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Lagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (P2024) Appointment of Auditor (P2025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares Authority to Repurchase Shares Cancellation of Shares Cancellation of Shares	For
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Lagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (P2024-) Appointment of Auditor (P2025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares Authority to Repurchase Shares Authority to Repurchase Shares Elect Dividend Shares Cancellation of Shares Elect Abbilty Bhatchaphya to the Board of Management Elect David El. Pyott to the Supervisory Board Elect Elizabeth Doherty to the Supervisory Board	For
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Lagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY2024) Appointment of Auditor (PY2024) Appointment of Auditor (PY2024) Appointment of Auditor (PY2025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Reporchase Shares Authority to Reporchase Shares Lect Divide Hattachaya to the Board of Management Elect Davide Hattachaya to the Board of Management Elect Elizabeth boherty to the Supervisory Board Battication of Management Board Acts Battication of Management Board Acts Battication of Management Board Acts	For For For For For For For For For Against Abstain
Koninklijke Philips N.V.	31.05.2023 Netherlands 09.05.2023 Netherlands	Remuneration Report Elect Marga de Lagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY2024) Appointment of Auditor (PY2024) Appointment of Auditor (PY2024) Authority to Issue Shares will Preemptive Rights Authority to Reportchase Shares Authority to Reportchase Shares Authority to Suppress Preemptive Rights Cancellation of Shares Elect Abbilty Brattacharya to the Board of Management Elect David El hoherty to the Supervisory Board Elect Elizabeth Doherty to the Supervisory Board Batification of Management Board Acts Remuneration Report Allocation of Dividends	For
	09.05.2023 Netherlands	Remuneration Report Elect Marga de Lagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (P7020-4) Appointment of Auditor (P7020-4) Appointment of Auditor (P7020-2023) Authority to Issue Shares with Preemptive Rights Authority to Issue Shares with Preemptive Rights Authority to Supervise Shares Authority to Supervise Shares Elect Abhight Shares Elect Abhight Shares Elect Abhight Shares year of Management Elect David El. Pyot to the Supervisory Board Elect David El. Pyot to the Supervisory Board Elect Elizabeth Doherty to the Supervisory Board Eatfication of Management Board Acts Remuneration Report Allocation of Dividends Amendments to Articles (Virtual AGM)	For
	09.05.2023 Netherlands	Remuneration Report Elect Marga de Jagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (P70204) Appointment of Auditor (P70204) Appointment of Auditor (P70205-2028) Authority to Issue Shares w Preemptive Rights Authority to Issue Shares w Preemptive Rights Authority to Supervisor Shares Authority to Supervisor Shares Elect Abhigh Bhattacharya to the Board of Management Elect Tabbigh Bhotharton's Authority Elect Elizabel horberty to the Supervisory Board Elect Elizabel Dividently to Elizabel Supervisory Board Acts Remuneration Report Allocation of Dividends Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Elizabel Supervisory Board Acts Elizabel Supervisory Board Members) Amendments to Articles (Virtual AGM) Appointment of Auditor	For
	09.05.2023 Netherlands	Remuneration Report Elect Marga de Jager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY2024) Appointment of Auditor (PY2025-2028) Authority to Issue Shares with Preemptive Rights Authority to Issue Shares with Preemptive Rights Authority to Suppress Preemptive Rights Authority to Suppress Preemptive Rights Elect Abhijit Bhattacharya to the Board of Management Elect Abhijit Bhattacharya to the Board of Management Elect Towled I. Pyott to the Supervisory Board Elect Lizabell botherty to the Supervisory Board Acts Ratification of Monagement Board Acts Remuneration Report Allocation of Dividends Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Battification of Management Board Acts Battification of Hanagement Board Acts Battification of Hanagement Board Acts Battification of Hanagement Board Acts Ratification of Hanagement Board Acts Ratification of Hanagement Board Acts	For
KPS AG	09.05.2023 Netherlands	Remuneration Report Elect Marga de Jager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY2024) Appointment of Auditor (PY2025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Superschase Shares Authority to Superschase Shares Authority to Superss Preemptive Rights Cancellation of Shares Elect Abdit Elect Stard El. Pyolit to the Supervisory Board Elect David El. Pyolit to the Supervisory Board Elect David El. Pyolit to the Supervisory Board Elect Elizabeth Doherty to the Supervisory Board Elect Elizabeth Doherty to the Supervisory Board Acts Ratification of Management Board Acts Remuneration Report Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Ratification of Management Board Acts Ratification of Management Board Acts Remuneration Report Amendments to Articles (Virtual AGM) Appointment of Auditor Ratification of Stringer String	For
	09.05.2023 Netherlands	Remuneration Report Leich Marga de Jager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY0204) Appointment of Auditor (PY0204) Appointment of Auditor (PY0205-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Superse Preemptive Rights Authority to Superse Shere with Authority to Supervisory Board Authority to Superse Shere with Authority to Superse Shere Without Shere Shere Without Shere Sher	For
KPS AG	09.05.2023 Netherlands	Remuneration Report Elect Marga de Jager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY2024) Appointment of Auditor (PY2025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Supershase Shares Authority to Supershase Shares Authority to Supershase Shares Authority to Superse Spreemptive Rights Authority to Superse Spreemptive Rights Cancellation of Shares Elect Abville City Polity to the Supervisory Board Elect David El. Polity to the Supervisory Board Elect David El. Polity to the Supervisory Board Elect Elizabeth Doherty to the Supervisory Board Elect Elizabeth Doherty to the Supervisory Board Acts Ratification of Management Board Acts Remuneration Report Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Ratification of Strides (Pritual AGM) Ratification of Strides (Pritual AGM) Appointment of Auditor Ratification of Strides (Virtual AGM) Appointment of Auditor Ratify Michael Fill Aims-Werner Hartmann Ratify Michael Fill Aims-Werner Hart	For
KPS AG	09.05.2023 Netherlands	Remuneration Report Liet Marga de Jager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY2024) Appointment of Auditor (PY2025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Superse Preemptive Rights Authority to Superse Shere with Preemptive Rights Cancellation of Management Rights Elect Abville I. Plytt to the Supervisory Board Elect Risch and Elect Rights of Shares Elect Abville I. Plytt to the Supervisory Board Elect Black of I. Plytt to the Supervisory Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Remuneration Report Amendments to Articles (Virtual AGM) Appointment of Auditor Appointment of Auditor Ratification of Management Board Acts Ratify Michael Trillians Ratify Michael Trillians Ratify Michael Trillians Ratify Winder Striftiders Ratify Michael Trillians Ratify Winder Righdras Ratify Winder Righdras Ratify Winder Righdras Ratify Winder Righdras Ratify Michael Trillians Remuneration Report Allocation of Dividends Appointment of Auditor Authority to Regurchase and Reissue Shares Elect Mora Diperchase and Reissue Shares Elect Nora Diperchase and Reissue Shares Elect Nora Diperchase and Reissue Shares	For
KPS AG	09.05.2023 Netherlands	Remuneration Report Liest Marga de Jager to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (PY2024) Appointment of Auditor (PY2025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Supersas Pares Authority to Supersas Peremptive Rights Authority to Supersas Peremptive Rights Authority to Supersas Peremptive Rights Cancellation of Shares Elect Abville Lipsuit Abville Lipsuit of Shares Elect A	For
KPS AG	09.05.2023 Netherlands	Remuneration Report Elect Marga de Jagre to the Supervisory Board Accounts and Reports Allocation of Dividends Appointment of Auditor (P12024) Appointment of Auditor (P12025-2028) Authority to Issue Shares w/ Preemptive Rights Authority to Superchase Shares Authority to Superchase Shares Authority to Superse Preemptive Rights Authority to Superse Shares w/ Preemptive Rights Authority to Superse Shares w/ Preemptive Rights Elect Abvild E. Pytot to the Supervisory Board Authority to Superse Shares Elect Abvild E. Pytot to the Supervisory Board Elect David E. Pytot to the Supervisory Board Elect David E. Pytot to the Supervisory Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Allocation of Dividends Amendments to Articles (Virtual AGM) Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM) Appointment of Auditor Ratification of Management Board Acts Ratify Hans-Werner Hartmann Ratify Michael Tsifidaris Ratify Hans-Werner Hartmann Ratify Michael Tsifidaris Ratify User Grimewald Remuneration Report Allocation of Dividends Amendments to Articles (Virtual and Hybrid Shareholder Meetings) Appointment of Auditor Remuneration Report Allocation of Dividends Amendments to Articles (Virtual and Hybrid Shareholder Meetings) Appointment of Auditor Remuneration Report Allocation of Dividends Amendments to Articles (Virtual and Ressue Shares Elect Matthiss Wirder Elect Nota Diepold Elect Nota Diepold	For

		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
L'Oreal	21.04.2023 France	Remuneration Report Internal Spin-off (L'Oréal International Distribution)	Against For
		2022 Remuneration of Jean-Paul Agon, Chair 2022 Remuneration of Nicolas Hieronimus, CEO	For For
		2022 Remuneration Report 2023 Directors' Fees	For For
		2023 Remuneration Policy (ECG) 2023 Remuneration Policy (ECG)	For For
		ZUZS kemuneration volicy (Linar) Accounts and Reports Allocation of Profits/Dividends	For For
		Authorisation of Legal Formalities Authoristy to Increase Capital in Consideration for Contributions in Kind	For For
		Authority to Increase Capital Through Capitalisations Authority to Issue Shares w/ Preemptive Rights	For For
		Authority to Repurchase and Reissue Shares Consolidated Accounts and Reports	For For
		Elect Fabienne Dulac Elect Sophie Bellon	Against For
		Employee Stock Purchase Plan Internal Spin-off (Affaires Marché France, Domaines d'Excellence and Luxury of Retail)	For For
Lanxess AG	24.05.2023 Germany	Stock Purchase Plan for Overseas Employees Allocation of Dividends	For For
		Amendments to Articles (Supervisory Board Meetings) Amendments to Articles (Virtual Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor (Interim Statements in FY 2023)	Abstain For
		Appointment of Auditor (Interim Statements in FY 2024) Appointment of Auditor (Statutory Auditor FY 2023)	For For
		Appointment of Auditor (Statutory Auditor FY 2024) Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For For
		Elect Pamela Knapp to the Supervisory Board Increase in Authorised Capital I Increase in Authorised Capital II	For For
		Increase in Authorise Capital II Attlication of Management Board Acts Ratification of Supervisory Board Acts	For For
LEG Immobilien SE	17.05.2023 Germany	Natification of Supervisory learn Acts Remuneration Report Amendments to Articles (Virtual Meetings)	For For Abstain
eco minositen se	17.03.2023 Germany	Appointment of Auditor	For For
		Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Leifheit AG	07.06.2023 Germany	Reduncation of Supervisory Board Acts Remuneration Report Allocation of Dividends	For Against
	OTTOGLOUS GETTIGHTY	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Abstain Against
		Amendments to Articles (Virtual AGM) Appointment of Auditor	For For
		Elect Stefan De Loecker as Supervisory Board Member Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	Against Against
Lincoln National Corp.	25.05.2023 United States	Advisory Vote on Executive Compensation Amendment to the 2020 Incentive Compensation Plan	Against For
		Elect Dale LeFebvre Elect Deirdre P. Connelly	For For
		Elect Ellen G. Cooper Elect Eric G. Johnson	For For
		Elect Gary C. Kelly Elect Janet Liang	Against For
		Elect Lynn M. Utter Elect M. Leanne Lachman	For For
		Elect Michael F. Mee Elect Reginald E. Davis	For For
		Elect William H. Cunningham Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Independent Chair	Against For
Linde Plc	18.01.2023 Ireland	Shareholder Proposal Regarding Severance Approval Policy Amendments to Articles Approval of Scheme of Arrangement	Against For For
	24.07.2023 Ireland	Typproval or scheme or noraligement. Dissolution Merger Advisory Vote on Executive Compensation	For For
	24.07.2023 Heland	Amendment to Supermajority Requirements Authority to Set Auditor's Fees	For For
		Elect Alberto Weisser Elect Ann-Kristin Achleitner	For For
		Elect Hugh Grant Elect Joe Kaeser	Against Against
		Elect Martin H. Richenhagen Elect Robert L. Wood	For For
		Elect Sanjiv Lamba Elect Stephen F. Angel	For For
		Elect Thomas Enders Elect Victoria E. Ossadnik	For Against
LMK Group AB	27.04.2023 Sweden	Ratification of Auditor Accounts and Reports	Against For
		Adoption of Share-Based Incentives (Warrant Program 2023/2025) Agenda	For For
		Allocation of Profits/Dividends Amendments to Articles	For For
		Compliance with the Rules of Convocation Directors and Auditors' Fees	For For
		Election of Directors; Appointment of Auditor Election of Presiding Chair	For For
		Minutes Ratification of Board and CEO Acts	For For
	15.09.2023 Sweden	Voting List	For For
		Amendments to Articles (Company Name) Compliance with the Rules of Corvocation Election of Presiding Chair	For For For
		Tection of Presiding Chair Minutes Voting List	For For
Logwin AG	31.03.2023 Luxembourg	Accounts and Reports Allocation of Losses	For For
		Allocation of Profits/Dividends Appointment of Auditor	For For
		Elect Andreas Kritze to the Board of Directors Elect Andreas Wagner to the Board of Directors	Against Against
		Elect Philippe Prussen to the Board of Directors Elect Sebastian Esser to the Board of Directors	Against For
		Non-Executive Directors' Fees Ratification of Board Acts	For For
London Stock Exchange Group	27.04.2023 United Kingdom	Accounts and Reports Appointment of Auditor	For For
		Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For For
		Authority to Repurchase Shares Authority to Repurchase Shares Off-Market	For For
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	For For
		Elect Anna Manz	For For
		Elect Ashok Vaswani	
		Elect Cressida Hogg Elect David A. Schwimmer	For For
		Elect Cresida Hogg Elect David A. Schwimmer Elect Dominic Blakemore Elect Don Robert	For For
		Elect Cresida Hogg Elect David A. Schwimmer Elect Dominic Blakemore Elect Dom Robert Elect Douglas M. Steenland Elect Douglas M. Steenland	For For For For
		Elect Cresida Hogg Elect Duvid A. Schwimmer Elect Dominic Blakemore Elect Dom Robert Elect Dominic Blakemore Elect Douglas M. Steenland Elect Cauglas M. Steenland Elect Kathleen Traynor DeRose Elect Martin Brand Elect Scott Elutrine	For For For For For For For
		Blect Cressida Hogg Elect Davida A. Schwimmer Elect Dominic Blakemore Elect Dom Robert Elect Dom Robert Elect Dom Robert Elect Dominic SM. Steenland Elect Rushien Traynor DeRose Elect Martin Braynor DeRose	For For For For For For

		Remuneration Report	For
Lundin Mining Corp.	11.05.2023 Canada	Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees	For For
		Elect Adam I. Lundin Elect Charles Ashley Heppenstall	For For
		Elect Danial K. Charter Elect Donial K. Charter	For For
		Elect Vuliana L. Lam Elect Maria Olivia Recart Elect Natsah N.D. Vaz	For For
Lymh Moet Hennessy Vuitton SE	20.04.2023 France	Elect Peter 7. Sockandel 2022 Remuneration of Antonio Belloni, Deputy CEO	For Against
		2022 Remuneration of Bernard Arnault, Chair and CEO 2022 Remuneration Report	Against Against
		2023 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (Chair and CEO)	For Against
		2023 Remuneration Policy (Deputy CEO) Accounts and Reports	Against For
		Allocation of Profits/Dividends Authority to Cancel Shares and Reduce Capital	For For
		Authority to Grant Stock Options Authority to Increase Capital in Case of Exchange Offers	Against Against
		Authority to Increase Capital in Consideration for Contributions In Kind Authority to Increase Capital Through Capitalisations Authority to Increase Capital Through Private Placement(Qualified Investors)	Against For
		Authority to Issue Shares and Convertible Debt by Preemptive Rights Authority to Issue Shares and Convertible Debt by Preemptive Rights Authority to Issue Shares and Convertible Debt by Preemptive Rights	Against For Against
		Authority to Repurchase and Reissue Shares Consolidated Accounts and Reports	For For
		Elect Antonio Belloni Elect Delphine Arnault	For Against
		Elect Diego Della Valle as Censor Elect Laurent Mignon	Against Against
		Elect Lord Powell of Bayswater as Censor Elect Marie-Josée Kravis	Against Against
		Elect Marie-Laure Sauty de Chalon Elect Natacha Valla	For For
		Employee Stock Purchase Plan Global Celling on Capital Increases and Debt Issuances Greenshoe	For For Against
Marsh & McLennan Cos., Inc.	18.05.2023 United States	Greenswe Special Auditors Report on Regulated Agreements Advisory Vote on Executive Compensation	For For
and the second s	Office states	Advisory vote on Executive Compensation Elect Anthony K. Anderson Elect Bruce P. Nolop	For For
		Elect Deborah C. Hopkins Elect H. Edward Hanway	For Against
		Elect Hafize Gaye Erkan Elect Jane H. Lute	For For
		Elect John Q. Doyle Elect Judith Hartmann	For For
		Elect Lloyd M. Yates Elect Morton O. Schapiro	For For
		Elect Oscar Fanjul Martin Elect Ray G. Young Elect Steven A. Mills	For For
		Elect Tamas Ingram Frequency of Advisory Vote on Executive Compensation	For For 1 Year
Marvell Technology Inc	16.06.2023 United States	Advisory Vote on Executive Compensation	Against Against
		Elect Brad W. Buss Elect Ford Tamer	Against For
		Elect Marachel L. Knight Elect Matthew J. Murphy	For For
		Elect Michael G. Strachan Elect Rebecca House	For For
		Elect Robert E. Switz Elect Sara C. Andrews	For For
		Elect William Tudor Brown Frequency of Advisory Vote on Executive Compensation	For 1 Year
Mastercard Incorporated	27.06.2023 United States	Ratification of Auditor Advisory Vote on Executive Compensation Approval of the Employee Stock Purchase Plan	For For
		reputation to the Employee above for this period to the Employee above for the Employee above for this period to the Employee above for the Employee above for this period to the Employee above for this period to the Employee above for the Employee above for this period to the Employee above for the Emplo	For For
		Elect Gabrielle Sulzberger Elect Harit Talwar	For For
		Elect Julius Genachowski Elect Lance Uggla	For For
		Elect Merit E. Janow Elect Michael Miebach	Against For
		Elect Oki Matsumoto Elect Richard K. Davis	For For
		Elect Kima Gureshi Elect Youngme E. Moon Frequency of Advisory Vote on Executive Compensation	For For
		Frequency or Authors you con Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	1 Year Against Against
		Shareholder Proposal Regarding Lobelying Report Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against Against
		Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For For
MAX Automation SE	25.05.2023 Germany	Additional or Miscellaneous Proposals Amendments to Articles (Virtual AGM)	For Abstain
		Appointment of Auditor for Fiscal Year 2023 Appointment of Auditor for Interim Statements for First Half of Fiscal Year 2023	Against Against
		Appointment of Auditor for Interim Statements the Third Quarter of 2023 and First Quarter of 2024 Authority to Repurchase and Reissue Shares	Against Against
		Change of Company Headquarters Management Board Remuneration Policy Partic Guide Munet	For Against
		Ratify Guido Mundt Ratify Harmut Buscher Ratify Karoline Kalb	Against Abstain Abstain
		Ratify Karoline Kalb Ratify Nadine Pallas Ratify Oliver Jaster	Abstain Abstain Against
		Ratify Wolfgang Hanrieder Remuneration Report	Abstain Against
Mcphy Energy	24.05.2023 France	2022 Remuneration of Jean-Baptiste Lucas, CEO 2022 Remuneration of Luc Poyer, Chair	For For
		2022 Remuneration Report 2023 Directors' Fees	For For
		2023 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (CEO)	For For
		2023 Remuneration Policy (Chair) Accounts and Reports; Non Tax-Deductible Expenses	For For
		Allocation of Losses Authorisation of Legal Formalities Authorisation of Legal Representations Authorisation of Legal Representation	For For
		Authority to Cancel Shares and Reduce Capital Authority to Increase Capital in Case of Exchange Offers Authority to Increase Capital in Consideration for Contributions in Kind	For Against
		Authority to Increase Capital in Consideration for Contributions In Kind Authority to Increase Capital Through Capitalisations Authority to Increase Capital Through Capitalisations Authority to Issue Performance Shares	Against For For
		Authority to Issue Feliniance Jaines of Authority to Issue Flares and Convertible Debt Through Private Placement Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Against For
		Authority to Issue Shares and Convertible Debt tw/o Preemptive Rights Authority to Issue Shares and Convertible Debt tw/o Preemptive Rights Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Against Against
		Authority to Repurchase and Reissue Shares Authority to Set Offering Price of Shares	For Against
		Consolidated Accounts and Reports Elect Myriam Maestroni	For Against
		Employee Stock Purchase Plan Global Ceiling on Capital Increases	For For
		Global Ceiling on Debt Issuances Greenshoe	For Against
		Related Party Transactions (Bpifrance SA)	For
		Related Party Transactions (Technip Energies N.V.) Pelectation of Concentral New development	For
		Related Party Transactions (Technip Energies N.V.) Relocation of Corporate Headquarters Transfer of Reserves	For For

		Accounts and Reports	For
		Allocation of Profits/Dividends	For
		Amendments to Article 33 (Interim Dividend) Authority to Issue Shares to Service 2023-2026 Employee Share Ownership Plan	For For
		Authority to Issue Shares to Service 2023-2026 Long-Term Incentive Plan	For
		Authority to Repurchase and Reissue Shares Board Size	For For
		Cancellation of Shares Directors' Fees	For For
		List Presented by Board of Directors	For
		List Presented by Delfin S.à.r.I. List Presented by Delfin S.à.r.I.	Abstain Abstain
		List Presented by Group of Institutional Investors Representing 2.12% of Share Capital Remuneration Policy	Abstain For
		Remuneration Policy Remuneration Report	For
Medtronic Plc	19.10.2023 Ireland	Statutory Auditors' Fees Advisory Vote on Executive Compensation	For For
The desired the second	15.10.2023 Helalid	Appointment of Auditor and Authority to Set Fees	Against
		Approval of the 2024 Employee Stock Purchase Plan Authority to Issue Shares w/ Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights	For
		Authority to Repurchase Shares Elect Andrea J. Goldsmith	For For
		Elect Craig Arnold Elect Denise M. O'Leary	For Against
		Elect Elizabeth G. Nabel	For
		Elect Geoffrey Straub Martha Elect Gregory P. Lewis	For
		Elect Kendall J. Powell	Against
		Elect Kevin E. Lofton Elect Lidia L. Fonseca	For For
		Elect Randall J. Hogan, III Elect Scott C. Donnelly	For For
Mercedes-Benz Group AG	03.05.2023 Germany	Allocation of Dividends	For
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	For For
		Appointment of Auditor for FY 2023	For
		Appointment of Auditor for FY 2024 (Interim Statements) Appointment of Auditor for FY2024	For For
		Elect Stefan Pierer as Supervisory Board Member Increase in Authorised Capital	For Against
		Management Board Remuneration Policy	For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
		Remuneration Report	For For
Merck & Co Inc	23.05.2023 United States	Supervisory Board Remuneration Policy Advisory Vate on Executive Compensation	Against
		Elect Christine E. Seidman Elect Douglas M. Baker, Jr.	For For
		Elect Inge G. Thulin	For
		Elect Kathy J. Warden Elect Mary Ellen Coe	For For
		Elect Pamela J. Craig Elect Patricia F. Russo	For
		Elect Paul B. Rothman	For For
		Elect Peter C. Wendell Elect Risa Lavizzo-Mourey	For
		Elect Robert M. Davis	For
		Elect Stephen L. Mayo Elect Thomas H. Glocer	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year 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 Shareholder Proposal Regarding Independent Chair	For For
		Shareholder Proposal Regarding Report on Access to COVID-19 Products	For
		Shareholder Proposal Regarding Report on Corporate Operations with China Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against Against
Merck KGAA	28.04.2023 Germany	Accounts and Reports Allocation of Dividends	For For
		Amendments to Articles (Virtual Participation of Supervisory Board Members)	Abstain
		Amendments to Articles (Virtual Shareholder Meetings) Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Abstain Against
		Ratification of Management Board Acts	For
		Ratification of Supervisory Board Acts Remuneration Report	For For
Meta Platforms Inc	31.05.2023 United States	Elect Andrew W. Houston Flect Marc I. Andrepssen	For
		Elect Mark Zuckerberg	For
		Elect Nancy Killefer Elect Peggy Alford	For Withhold
		Elect Robert M. Kimmitt Elect Sheryl K. Sandberg	For For
		Elect Tony Xu	For
		Elect Tracey T. Travis Ratification of Auditor	Withhold
		Shareholder Proposal Regarding Human Rights Impact Assessment	For
		Shareholder Proposal Regarding a Report on the Efficacy of Enforcement of Content Policies Shareholder Proposal Regarding Assessment of Audit and Risk Oversight Committee	For For
		Shareholder Proposal Regarding Calibrating Executive Pay to Externalized Costs Shareholder Proposal Regarding Lobbying Activity Alignment with Net-Zero Emissions Commitment	For Against
		Shareholder Proposal Regarding Lobbying Report	For
		Shareholder Proposal Regarding Recapitalization Shareholder Proposal Regarding Report on Content Management in India	For For
		Shareholder Proposal Regarding Report on Government Takedown Requests	Against
		Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	For For
Metro AG	24.02.2023 Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual only AGM)	Abstain Against
		Appointment of Auditor	For
		Elect Edgar Ernst Elect Georg Vomhof	For Against
		Elect Gwyn V. Burr	For
		Flect Iana Ceinková	Against
		Elect Jana Cejpková Elect Marco Arcelli	Against Against
		Elect Marco Arcelli Management Board Remuneration Policy	Against Against Against For
		Elect Marco Arcelli Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts	Against Against For For
Mettler-Toledo International, Inc.	04.05.2023 United States	Elect Marco Arcelli Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation	Against Against For For Against For
Mettler-Toledo International, Inc.	04.05.2023 United States	Elect Marco Arcelli Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domitille Doat-Le Bigot	Against Against For For Against
Mettler-Toledo International, Inc.	04.05.2023 United States	Elect Marco Arcelli Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domitile Doub Lee Bigot Elect Elisha W. Finney Elect Tight Dang	Against Against For For Against For For For For For For For
Mettler-Toledo International, Inc.	04.05.2023 United States	Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domittle Dout Le Bigot Elect Elisha W. Finney Elect Ingrid Zhang Elect Michael A. Kelly Elect Richard Francis	Against Against For For Against For
Mettler-Toledo international, inc.	04.05.2023 United States	Elect Marco Arcelli Management Board Actor Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Security Elect Elinshay Elect Elinshay Elect Elinshay Elect Elinshay Elect Remuneration Report Elect Remuneration Report Elect Elinshay Elect Remuneration Elect Domittile Doat-Le Bigot Elect Elinshay Elect Remuneration Elect Elinshay Elect	Against Against For For Against For For For For For For For For Against
Mettler-Toledo international, inc.	04.05.2023 United States	Elect Marco Arcelli Management Board Remuneration Policy Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Eligrid Zhang Elect Michael A Kelly Elect Richard Francis Elect Robard F. Spoerry Elect Robard F. Spoerry Elect Robard F. Spoerry Elect Robard F. Spoerry Elect Robard Diggelmann Elect Thomas P. Sailice	Against Against For For Against For For For For For For For Against For For For For Against
Mettler-Toledo international, Inc.	04.05.2023 United States	Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domaille Boart-Le Bigot Elect Clisha W. Finney Elect Michael A. Kelly Elect Right Grancis Elect Right Grancis Elect Right Francis Elect Right	Against Against Against For For Against For For For For For For For Against For Against For Against
Mettler-Toledo International, Inc. Meyer Burger Technology AG	04.05.2023 United States 04.05.2023 Switzerland	Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Dennitile Doart Le Bigot Elect Elisha W. Finney Elect Elisha W. Finney Elect Richard Fanney Elect Richard Fanne Elect Richard Fanne Elect Richard Fannes Elect R	Against Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vota on Executive Compensation Elect Dentitile Doart-Le Bigort Elect Elisha W. Finney Elect Richael A. Kelly Elect Richael Francis Elect Richael A. Kelly Elect Richael A. W. Finney Elect Richael	Against Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Elignid Zhang Elect Highed A Kelly Elect Michael A Kelly Elect Richard Francis Elect Michael A Kelly Elect Richard B Salice Accounts and Reports Accounts and Reports Accounts and Reports Amendments to Corporate Purpose	Against Against Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Elignid Zhang Elect Highed A Kelly Elect Michael A Kelly Elect Richard Francis Elect Michael A Kelly Elect Richard Francis Elect Robord F. Spoerry Elect Robord A Vision Service	Against Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domitille Doart-le Bigor Elect Elinka W. Finney Elect Ingrid Zhang Elect Michael A. Kelly Elect Ingrid Zhang Elect Michael A. Kelly Elect Richael A. Kelly Elect Richael A. Kelly Elect Richael Capenson Elect Richael A. Kelly Elect Richael Compensation Elect Richael Compensation Ratification of Auditor Accounts and Reports Allocation of Losses Amendments to Corporate Purpose Amendments to Articles (Formal Adjustments)	Against Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domittile Doat-te Bigot Elect Elinbar Kinney Elect Right Minory Elect Right	Against Against For For Against For For For For For For For For For Against For Against For Against For Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domittille Doat-te Bigot Elect Elinka W. Finney Elect Elinka W. Finney Elect Elinka W. Finney Elect Rightad A. Kolly Elect Michael A. Ko	Against Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Hight A Kelly Elect Right A Kelly Elect Right A Kelly Elect Richard Francis Elect Hight A Kelly Elect Richard Francis Elect Holland P. Solice Elect Holland P. Solice Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Accounts and Reports Allocation of Losses Amendments to Articles (Formal Adjustments) Amendments to Articles (Hybrid Shareholders' Meeting) Appointment of Independent Proxy Appoin	Against Against For For For Against For For For For For For Against For For For Against For For Against For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Dimitille Doat-Le Bigot Elect Elisha W. Finney Elect Hight A Kelly Elect Right A Kelly Elect Richard Francis Elect Michard A Kelly Elect Richard Francis Elect Holland P. Solice Elect Richard A Kelly Elect Robert F. Soperry Elect Robard Diggelmann Elect Thomas P. Salice Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Accounts and Reports Allocation of Losses Amendments to Articles (Formal Adjustments) Amendments to Survices (Formal Adjustments) Amendments use Convertible Debt Instruments; Increase in Conditional Capital Board Compensation Compensation Report Elect Andreas R. Herrog as Nominating and Compensation Committee Member Elect Fars Richter as Board Chair and Member Elect Karin Web-Schere	Against Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domittile Doart-le Bigot Elect Elisha W. Finney Elect Eligind Zhang Elect Highed A. Kelly Elect Richard Francis Elect Michard Francis Elect Michard Francis Elect Robord Fr. Spoerry Elect Robord A. Velly Elect Ro	Against Against For For For Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domittile Doat-Le Bigot Elect Elina My Finney Elect Elingrid Zhang Elect Hight Act Kelly Elect Might Act Remuneration Elect More Act Remuneration Elect Andreas R. Herrog as Morinating and Compensation Compensation Report Elect Andreas R. Herrog as Morinating and Compensation Committee Member Elect Karin Wehr-Seter Elect Lins Schenker Elect Lins Schenker Elect Lins Schenker as Nominating and Compensation Committee Member Elect Lins Schenker	Against Against For
		Elect Marco Arcelli Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Elect Domittile Doart-le Bigot Elect Elisha W. Finney Elect Eligind Zhang Elect Highed A. Kelly Elect Richard Francis Elect Michard Francis Elect Michard Francis Elect Robord Fr. Spoerry Elect Robord A. Velly Elect Ro	Against Against For For For Against 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 Advisory vote on frequency of advisory vote on executive compensation: please vote for on this resolution to approve abstain	Unvoted Unvoted
		Elect Carlos A. Rodriguez Elect Catherine MacGregor	For For
		Elect Charles W. Scharf Elect Emma N. Walmsley	For For
		Elect Hugh F. Johnston Elect John W. Stanton Flat Mark Maxon	Against For For
		Elect Wark Wason Elect Penny S. Pritzker Elect Relid S. Hoffman	For For
		Elect Reid G. Horman Elect Sandra E. Peterson Elect Sandra E. De Sandra E. Peterson	For For
		Elect Teri List Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Preguency or nowsoa'y one on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding EEO Policy Risk Report	Against Against
		Shareholder Proposal Regarding Report on Al Misinformation and Disinformation	Against
		Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options Shareholder Proposal Regarding Report on Government Takedown Requests Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Against Against Against
		Shareholder Proposal Regarding Report on Sting in Countries of Significant Human Rights Concern Shareholder Proposal Regarding Report on Sting in Countries of Significant Human Rights Concern Shareholder Proposal Regarding Report on Tax Transparency	Against For
		Shareholder Proposal Regarding Risks of Developing Military Weapons Shareholder Proposal Regarding Risks of Developing Military Weapons Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	For Against
Mitsubishi Estate Company Limited	29.06.2023 Japan	Allocation of Profits/Dividends Elect Atsushi Nakajima	For For
		Elect Ayako Sonoda Elect Bunroku Naganuma	Against For
		Elect Hiroshi Katayama Elect Junichi Yoshida	For For
		Elect Masaaki Shirakawa Elect Melanie Brock	Against Against
		Elect Mikihito Hirai Elect Naoki Umeda	For For
		Elect Noboru Nishigai Elect Shin Nagase	For For
		Elect Tetsuo Narukawa Elect Tsuyoshi Okamoto	For Against
Moody's Corp.	18.04.2023 United States	Elect Wataru Sueyoshi Advisory Vote on Executive Compensation	For For
		Amendment to the 2001 Stock Incentive Plan Elect Bruce Van Saun	For For
		Elect Jorge A. Bermudez Elect Jose M. Minaya	For For
		Elect Kathryn M. Hill Elect Leslie Seidman	For For
		Elect Lloyd W. Howell, Jr. Elect Robert Fauber	For For
		Elect Thérèse Esperdy Elect Vincent A. Forlenza	For For
		Elect Zig Serafin Frequency of Advisory Vote on Executive Compensation	For 1 Year
Morgan Stanley	19.05.2023 United States	Ratification of Auditor Advisory Vote on Executive Compensation	For For
		Elect Alistair Darling Elect Dennis M. Nally	For For
		Elect Erika H. James Elect Hironori Kamezawa	Against For
		Elect Judith A. Miscik	For For
		Elect Mary L. Schapiro Elect Masato Miyachi	Against For
		Elect Perry M. Traquina Elect Rayford Wilkins Jr.	For Against
		Elect Robert H. Herz Elect Shelley B. Leibowitz	Against For
		Elect Stephen J. Luczo Elect Thomas H. Glocer	For Against
		Frequency of Advisory Vate on Executive Compensation Ratification of Auditor	1 Year Against
Morphosys AG		Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy Shareholder Proposal Regarding Right to Call Special Meeting	Against For
Morphosys AG	17.05.2023 Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings)	Against Against For
		Appointment of Auditor Cancellation of Authorised Capital	For
		Elect George Golumbeski Electromatical L. Brosnan Increase in Authorised Capital I	For For
		Increase in Autonose Capital II Ratification of Management Board Acts	For Against
		Radification of management does or Acts Remuneration Report	Against Against
MS&AD Insurance Group Holdings, Inc.	26.06.2023 Japan	Allocation of Profits/Dividends Elect Akemi Ishiwata	For For
		Elect Jun Szuzki Elect Jun Szuzki Elect Junichi Tobimatsu	For For
		Elect Keiji Suzuki as Statutory Auditor Elect Mariko Bando	Against For
		Elect Noriyuki Hara Elect Rochelle Kopp	For For
		Elect Testuji Higuchi Elect Tomoyuki Shimazu	For For
		Elect Yasuzo Kanasugi	For For
MSCI Inc	25.04.2023 United States	Elect Yusus Shirai Advisory Vote on Executive Compensation	For For
		Elect C.D. Baer Pettit Elect Catherine R. Kinney	For For
		Elect Henry A. Fernandez Elect Jacques P. Perold	For For
		Elect Linda H. Riefler Elect Marcus L. Smith	For Against
		Elect Paula Volent Elect Rajat Taneja	For For
		Elect Robert G. Ashe Elect Robin L. Matlock	For For
		Elect Sandy C. Rattray Elect Wayne Edmunds	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For
MTU Aero Engines AG	11.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual AGM) Appointment of Auditor	For For
		Elect Christine Bortenlänger Elect Marion A. Weissenberger-Eibl	For For
		Elect Ute Wolf Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	Against Against
Muenchener Rueckversicherungs-Gesellschaft AG	05.05.2023 Germany	Allocation of Dividends	For
		Amendments to Articles (Editorial) Amendments to Articles (Share Registration)	For For
		Amendments to Articles (Virtual Participation of Supervisory Board Members) Amendments to Articles (Virtual Shareholder Meetings)	Against For
		Appointment of Auditor Ratify Achim Kassow	Abstain For
		Ratify Angelika Judith Herzog Ratify Anne Horstmann	For For
		Ratify Ann-Kristin Achleitner Ratify Carinne Knoche-Brouillon	For For
		Ratify Carsten Spohr	For
		Ratify Christoph Jurecka	For
			For For For For

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

		Employee Stock Purchase Plan	For
		Greenshoe Related Party Transactions (Invexans Limited)	For For
		Related Party Transactions (Invexans SA) Stock Purchase Plan for Overseas Employees	For For
Nike, Inc.	12.09.2023 United States	Advisory Vote on Executive Compensation Elect Alan B. Graf, Jr.	For For
		Elect Cathleen A. Benko Elect John W. Rogers, Jr.	For Withhold
		Elect Robert Holmes Swan Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor	Against
		Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report Shareholder Proposal Regarding Report on Supply Chain Management	For
NN Group NV	02.06.2023 Netherlands	Accounts and Reports Allocation of Dividends	For For
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	For
		Authority to Repurchase Shares Authority to Suppress Preemptive Rights	For For
		Cancellation of Shares Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts	For
Nomura Research Institute Ltd.		Remuneration Report Supervisory Board Remuneration Policy	For
Nomura Research Institute Ltd.	23.06.2023 Japan	Elect Hideki Kobori Elect Hidenori Anzai	For For
		Elect Ken Ebato Elect Shingo Konomoto	For
		Elect Shinoi Sakata Elect Shuji Tateno	For
		Elect Tetsuji Ohashi Elect Yasuo Fukami	For For
		Elect Yo Akatsuka Elect Yolchi Inada as Statutory Auditor	For
Nordea Bank Abp	23.03.2023 Finland	Accounts and Reports Allocation of Profits/Dividends	For
		Amendments to Articles Appointment of Auditor	For
		Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	For
		Authority to Repurchase Shares Authority to Set Auditor's Fees	For For
		Authority to Trade in Company Stock (issuance) Authority to Trade in Company Stock (repurchase)	For For
		Board Size Directors' Fees	For For
		Elect Arja Talma Elect Birger Steen	For For
		Elect John Maltby Elect John Synnergren	For
		Elect Kjersti Wiklund	For
		Elect Lene Skole Elect Per Strömberg	For
		Elect Petra van Hoeken Elect Risto Murto	For For
		Elect Stephen Hester Issuance of Treasury Shares	For
		Ratification of Board and CEO Acts Remuneration Report	For
Nordex SE	27.03.2023 Germany	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital Increase in Authorised Capital	For For
		Increase in Authorised Capital II Increase in Authorised Capital III	For
	0.5 0.5 2022 0	Issuance of Shares w/o Preemptive Rights	For Against
	06.06.2023 Germany	Amendments to Articles (General Meeting) Appointment of Auditor	Against For
		Authority to Repurchase and Reissue Shares Increase in Authorised Capital	For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
Norfolk Southern Corp.	11.05.2023 United States	Remuneration Report Advisory Vote on Executive Compensation	For Against
Notice Southern Corp.	11.03.2023 Office States	Elect Alan H. Shaw	For
		Elect Amy E. Miles Elect Christopher T. Jones	Against Against
		Elect Claude Mongeau Elect Jennifer F. Scanlon	For Against
		Elect John C. Huffard, Jr. Elect John R. Thompson	For Against
		Elect Marcela E. Donadio Elect Michael D. Lockhart	For Against
		Elect Mitchell E. Daniels, Jr. Elect Steven F. Leer	Against Against
		Elect Thomas Colm Kelleher Elect Thomas D. Bell Jr.	For
			1 Year
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	
N/DMA Coun SE	11.05.2022 C	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings	Against For
NORMA Group SE	11.05.2023 Germany	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM)	Against For For Abstain
NORMA Group SE	11.05.2023 Germany	Radification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor	Against For For Abstain For For
NORMA Group SE	11.05.2023 Germany	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Elect Denise Koopmans Elect Enise Schulte	Against For For Abstain For For For For
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NORMA Group SE	11.05.2023 Germany	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Elect Denies Koopmans Elect this Schulte Elect Markus Disterboff Elect Markus Disterboff Elect Markus Disterboff Ratify Christia Schulte Ratify Annett Stieve Ratify Frita Schulte Ratify Giother Hauptmann Ratify Giother Hauptmann Ratify Konter Hauptmann	Against For For Abstain For
NORMA Group SE	11.05.2023 Germany	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Elect Denise Koopmans Elect Erika Schulte Elect Markus Dividendif Elect Markus Dividendif Elect Markus Dividendif Elect Markus Christophendif Elect Markus Christophendif Elect Markus (Auditor) Elect Markus	Against For For Abstain For
NORMA Group SE	11.05.2023 Germany	Batification of Auditor Shareholder Poposal Regarding Right to Call Special Meetings Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Elect Denies Koopmans Elect Enesie Koopmans Elect Erias Achtule Elect Markus Distelhoff Elect Rita Forst Ratify Armethe Stieve Ratify Frias Schulte Ratify Ginter Hauptmann Ratify Ginter Hauptmann Ratify Ginter Hauptmann Ratify Konter Hindelburger Ratify Mark Wilhelburger Ratify Mark Wilhelburger Ratify Mark Wilhelburger Ratify Mark Wilhelburger Ratify Miguel Angel Löpez Borrego Ratify Miguel Angel Löpez Borrego	Against For For Abstain For
NORMA Group SE Northern Trust Corp.	11.05.2023 Germany 25.04.2023 United States	Batification of Auditor Shareholder Poposal Regarding Right to Call Special Meetings Allocation of Dividends Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Elect Denies Koopmans Elect Ensies Kouthle Elect Markus Distelhoff Elect Markus Distelhoff Elect Markus Distelhoff Elect Markus Distelhoff Elect Rita Forst Ratify Amente Selice Ratify Fina Schulte Ratify Ginter Hauptmann Ratify Ginter Hauptmann Ratify Ginter Hauptmann Ratify Konter Hinchbourger Ratify Mark Wilhelms Ratify Mark Wilhelms Ratify Miguel Angel Lópes Borrego Ratify Miguel Angel Lópes Borrego Ratify Miguel Angel Lópes Borrego Remuneration Report Remuneration Report Remuneration Report Remuneration Report and Compensation	Against For For Abstain For
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		Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Elect Denise Koopmans Elect Ensies Koopmans Elect Marrison Elect Marrison Steveron Elect Ensies Elect Marrison Elect Marrison Elect Marrison Elect Marrison Elect Denis Corridor Elect Marrison Elect Denis Marrison Elect Marrison Elect Denis Marrison Elect Marri	Against For
Northern Trust Corp.	25.04.2023 United States	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Elect Denise Koopmans Elect Enise Schulte Elect Markus Distelhoff Elect Enise Schulte Elect Markus Distelhoff Elect Bita Forst Ratify Annette Stieve Ratify Friedrich Klein Ratify Friedrich Klein Ratify Friedrich Klein Ratify Friedrich Klein Ratify Kont L. Mitchelberger Ratify Mont L. Mitchelberger Ratify Mark Wilhelms Ratify Kont L. Mitchelberger Ratify Mark Wilhelms Ratify Kont L. Mitchelberger Ratify Miguel Angel López Borrego Remuneration Report Advisory Vote on Executive Compensation Elect Charles A. Tribbett III Elect Deam M. Harrison Elect Charles A. Fribbett III Elect Deam M. Harrison Elect Charles A. Fribbett III Elect Deam M. Harrison Elect Linds Walker Bynoe Elect Linds Walker Bynoe Elect Martify S. Klevorn Elect Martify S. Klevorn Frequency of Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Addrisory Vote on Executive Compensation	Against For
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Northern Trust Corp.	25.04.2023 United States	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Bitet Denise Koopmans Elect Erias Schulte Elect Rarius Distelhoff Elect Erias Schulte Elect Rarius Distelhoff Elect Bitet Schulte Rarius Priedrich Klein Rarius Granus Kount Landenberger Rarius Michael Schwelder Rarius Michael Schwelder Rarius Miguel Angel López Borrego Remuneration Report Elect Charles A. Tribbett III Elect Deam M. Harrison Elect Charles A. Fribbett III Elect Deam M. Harrison Elect Lond Maller Byroo Elect Linds Walker Byroo Elect Marry S. Revorm Elect Marrius P. Slark Elect Schard R. Auditor an Authority to Set Fees Elect Ekhard R. Ruemmier Elect Linds Walker Byroo Elect Linds Walker Byroo Elect Linds Walker Byroo Elect Marrius P. Slark Elect Klein R. Haldurd and Authority to Set Fees Elect Ekhard R. Ruemmier Elect Linds W. Brace Elect Linds W. B	Against For
Northern Trust Corp.	25.04.2023 United States	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Betc Denise Koopmans Elect Erias Schutte Elect Rinks Chutte Elect Rinks Chutte Elect Rinks Chutte Elect Rinks Chutte Ratify Friedrich Klein Ratify Friedrich Klein Ratify Friedrich Klein Ratify Friedrich Klein Ratify Rinks (Kurt I. Mitchelberger Ratify Rinks (Rout I. Mitchelberger Ratify Mitchel Schweider Ratify Rinks (Rout I. Mitchelberger Ratify Mitchel Schweider Ratify Rinks (Rout I. Mitchelberger Ratify Mitchel Schweider Returnmention Report Advisory Vote on Executive Compensation Elect Charles A. Tribbeet till Elect Charles A. Fribbeet till Elect Linds Walter Byrooe Elect Linds Walter Byrooe Elect Marry S. Revorm Elect Marry S. Revorm Elect Marry S. Revorm Frequency of Advisory Vote on Executive Compensation Returnmenter Elect Marry S. Revorm Frequency of Advisory Vote on Executive Compensation Elect Linds L. Bertold Elect Linds L. Ber	Against For
Northern Trust Corp.	25.04.2023 United States	Battification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AcM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Bett Denise Koopmans Bett Enes Exterial Schulte Bett Warksu Distelhoff Bett Marksu Distelhoff Bett Marksu Distelhoff Bett Marksu Distelhoff Battify Amentes Sleve Battify Amentes Sleve Battify Amentes Sleve Battify Amentes Sleve Battify Kink Schulte Battify Friedrich Klein Battify Friedrich Klein Battify Kink J. Mitchelberger Battify Kink J. Mitchelberger Battify Mitchel Schneider Bett Denis Mitchel Goognessation Bett Donald Thompson Bett Donald Thompson Bett Donald Thompson Bett Donald Mitchel Goognessation Battification of Auditor Appointment of Auditor Advisory Vote on Executive Compensation Battification of Auditor Appointment of Auditor Advisory Vote on Executive Compensation Bett Bett Bett Mitchel Goognessation Bett Bett Bett Mitchel Bett Bett Bett Bett Bett Bett Bett Be	Against For
Northern Trust Corp. Northland Power Inc.	25.04.2023 United States 18.05.2023 Canada	Battification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AcM) Amendments to Articles (Virtual Participation of Supervisory Board) Appointment of Auditor Bett Denise Koopmans Bett Eria Schulte Bett Markus Distelhoff Battly Friedrich Klein Battly Friedrich Klein Battly Friedrich Klein Battly Friedrich Klein Battly Kint J. Mitchelberger Battly Kint J. Mitchelberger Battly Kint J. Mitchelberger Battly Markus Ander Schweider Battly Markus Ander Schweider Battly Mitchel Schweider Battly Markus Hander Schweider Bett Daniel Handerson Bett Donald Thompson Bett Donald T	Against For
Northern Trust Corp. Northland Power Inc.	25.04.2023 United States 18.05.2023 Canada	Battification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Anneaments to Articles (Virtual AGM) Elect Denie Koopman Elect Enies Actual Comman Elect Battif Anneamen Elect Enies Actual Comman Elect Battif Anneamen Elect Enies Actual Comman Elect Battif Anneamen Elect Enies Enies Elect Enies Actual Comman Elect Enies Actual Comman Elect Enies Enies Elect Enies	Against For
Northern Trust Corp. Northland Power Inc.	25.04.2023 United States 18.05.2023 Canada 15.09.2023 Switzerland	Battification of Auditor Shareholder Poposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AcM) Elect Denies Roopman Elect Rina Schulte Ratify Amente Steve Ratify Amente Steve Ratify Friedrich Nein Ratify Mont. Michelberger Ratify Rina Schulte Remuneration Report Advisory Vote on Executive Compensation Elect Charles A. Tribbett III Elect David H. Schulte Rest David Hompson Elect David H. Schulter Rest Robert Schulter Rest Robe	Against For
Northern Trust Corp. Northland Power Inc.	25.04.2023 United States 18.05.2023 Canada 15.09.2023 Switzerland	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings Allocation of Dividends Amendments to Articles (Virtual AGM) Elect Denies Roogmans Elect Erias Schulte Elect Ratif Articles (Agmented Elect Denies Roogmans) Elect Erias Schulte Elect Ratif Articles (Agmented Elect Denies Roogmans) Elect Ratif Articles Elect Erias Elect Erias Exhulte Ratify Friedrich Rein Ratify Friedrich Rein Ratify Knut J. Michelberger Ratify Knut J. Michelberger Ratify Michael Schneider Rest Charles All Advisor (Notes Compensation Rest Londow Michael Schneider Rest Landow Michael Schneider R	Against For

		Cancellation of Shares	For
		Director's Fees 2022 Director's Fees 2023	For
		Elect Andreas Fibig Elect Christina Choi Lai Law	For For
		Elect Helge Lund as Chair Elect Henrik Poulsen as Vice Chair	For For
		Elect Kasim Kutay Elect Laurence Debroux	For For
		Elect Martin Mackay Elect Sylvie Grégoire	Against For
NVIDIA Corp	22.05.2022 11.71.15.1	Remuneration Report Shareholder Proposal Regarding Company's Product pricing	For Against
NVIDIA Corp	22.06.2023 United States	Advisory Vote on Executive Compensation Elect A. Brooke Seawell Elect Ashish	Against For For
		Elect Dawn Hudson Elect Harvey C. Jones	For Against
		Elect John O. Dabiri	For For
		Elect Mark A. Stevens Elect Mark I. Perry	Against Against
		Elect Michael G. McCaffery Elect Persis S. Drell	For Against
		Elect Robert K. Burgess Elect Stephen C. Neal	For Against
		Elect Tench Coxe Frequency of Advisory Vote on Executive Compensation	For 1 Year
NXP Semiconductors NV	24.05.2023 Netherlands	Ratification of Auditor Accounts and Reports	For For
		Advisory Vote on Executive Compensation Appointment of Auditor	For For
		Authority to Cancel Repurchased Shares Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights	For For
		Authority to Issue Shares w/O Preemptive Rights Authority to Repurchase Shares Elect Annette K. Clayton	For For
		Elect Anthony R. Foxx Elect Chunyuan Gu	For For
		Elect Gragory L Summe Elect Jasmin Staiblin	Against For
		Elect Mark-Henrik Sundström	For For
		Test varieties autousouri Fleet Murt Sievers Elect Lens Olving	For For
		Elect Hoshe N. Gavrielov Ratification of Board Acts	For For
Oracle Corp.	15.11.2023 United States	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	Against 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 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 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 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 a years 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 Amendment to the 2020 Equity Incentive Plan	Unvoted Against
		Elect Awo Ablo Elect Bruce R. Chizen	For For
		Elect Charles W. Moorman Elect George H. Conrades	Against Against
		Elect Jeffrey O. Henley Elect Jeffrey S. Berg	For For
		Elect Lawrence J. Ellison Elect Leon E. Panetta	Against Against
		Elect Michael J. Boskin Elect Naomi O. Seligman	For Against
		Elect Renée J. James Elect Rona Fairhead	For For
		Elect Safra A. Catz Elect Vishal Sikka	Against For
		Elect William G. Parrett Ratification of Auditor	For Against
		Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For For
Orange	23.05.2023 France	2022 Remuneration of Christel Heydemann, CEO (from April 4, 2022) 2022 Remuneration of Facques Aschenbroich, Chair (from May 19, 2022)	For For
		2022 Remuneration of Ramon Fernandez, Deputy CEO (Until December 31, 2022) 2022 Remuneration of Stéphane Richard, Chair (from April 4, 2022 until May 19, 2022) 2022 Remuneration of Stéphane Richard, Chair and CEO (until April 3, 2022)	For For
		2022 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (Board of Directors)	For
		2023 Remuneration Policy (CEO) 2023 Remuneration Policy (Chair)	For
		Accounts and Reports Allocation of Profits/Dividends	For For
		Authorisation of Legal Formalities Authority to Cancel Shares and Reduce Capital	For For
		Authority to Increase Capital in Case of Exchange Offers Authority to Increase Capital in Consideration for Contributions In Kind	Abstain Abstain
		Authority to Increase Capital Through Capitalisations Authority to Issue Performance Shares	For For
		Authority to Issue Shares and Convertible Debt Through Private Placement Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Abstain Abstain
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights Authority to Repurchase and Reissue Shares	Abstain For
		Consolidated Accounts and Reports Elect Alexandre Pierre Alain Bompard	For Against
		Elect Anne Lange	For
		Elect Anne-Gabrielle Heilbronner	Against
		Elect Gilles Grapinet Elect Momar Nguer	Against For For
		Elect Gilles Grapinet Elect Monar Nguer Employee Stock Purchase Plan Global Ceiling on Capital Increases	Against For For For For
		Elect Gilles Grapinet Elect Morar Ryquer Employee Stock Purchase Plan Global Celling on Capital Increases Greenshoe Shareholder Proposal A Regarding Limit on Board Memberships	Against For For For For Abstain Against
		Elect Gilles Grapinet Elect Monar Piguer Employee Stock Purchase Plan Global Ceiling on Capital Increases Greenshoe Baraeholder Proposal A Regarding Limit on Board Memberships Shareholder Proposal Tegarding Amending ESS Metrics and Potential Dilution of Equity Compensation Plan Shareholder Proposal Cregarding Amending ESS Metrics of Equity Compensation Plan	Against For For For For Abstain Against Against Against
Orsted A/S	07037073 Nanmark	Elect Gilles Grapinet Elect Monar Nguer Employee Stock Purchase Plan Global Ceiling on Capital Increases Greenshoe Shareholder Proposal A Regarding Limit on Board Memberships Shareholder Proposal Tegarding, Amending ESG Metrics and Potential Dilution of Equity Compensation Plan Shareholder Proposal Cergarding, Amending ESG Metrics of Equity Compensation Plan Shareholder Proposal Cergarding Equity Remuneration for Employee Special Auditors Report on Regulated Agreements	Against For For For For Abstain Against Against Against Against For
Orsted A/S	07.03.2023 Denmark	Elect Gilles Grapinet Elect Monar Piquer Employee Stock Purchase Plan Global Ceiling on Capital Increases Greenshoe Shareholder Proposal A Regarding Limit on Board Memberships Shareholder Proposal B regarding Amending ESG Metrics and Potential Dilution of Equity Compensation Plan Shareholder Proposal Cregarding Amending ESG Metrics of Equity Compensation Plan Shareholder Proposal Degarding Limit on Grapidy Compensation Plan Shareholder Proposal Degarding Limit on Employee	Against For For For Abstain Against Against Against For For For For For For For
Orsted A/S	07.03.2023 Denmark	Elect Gilles Grapinet Elect Monar Riquer Employee Stock Purchase Plan Global Ceiling on Capital Increases Greenshoe Shareholder Proposal A Regarding Limit on Board Memberships Shareholder Proposal to Regarding Amending ESS Metrics and Potential Dilution of Equity Compensation Plan Shareholder Proposal Cengarding Amending ESS Metrics of Equity Compensation Plan Shareholder Proposal Cengarding Amending ESS Metrics of Equity Compensation Plan Shareholder Proposal Cengarding Equity Remuneration for Employee Special Auditors Report on Regulated Agreements Accounts and Reports Allocation of Profits/Dividends	Against For For For For Abstain Against Against Against For For For
Orsted A/S	07.03.2023 Denmark	Elect Gilles Grapinet Elect Morar Nguer Employee Stock Purchase Plan Global Celling on Capital Increases Greenshoe Shareholder Proposal A Regarding Limit on Board Memberships Shareholder Proposal Regarding Limit on Board Memberships Shareholder Proposal Regarding Amending ESG Metrics and Potential Dilution of Equity Compensation Plan Shareholder Proposal Regarding Amending ESG Metrics of Equity Compensation Plan Shareholder Proposal Regarding Limit on Compensation Plan Shareholder Proposal Regarding Limit on Compensation Plan Shareholder Proposal Regarding Limit Memorare atlant for Employee Special Auditors Report on Regulated Agreements Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor Authorization of Legal Formalities Board Size Directors' Fees Elect Andrew R. B. Brown	Against For For For Abstain Against Against Against For
Orsted A/S	07.03.2023 Denmark	Elect Gilles Grapinet Elect Morar Nguer Employee Stock Purchase Plan Global Ceiling on Capital Increases Greenshoe Shareholder Proposal A Regarding Limit on Board Memberships Shareholder Proposal B regarding Amending ESS Metrics and Pseutial Dilution of Equity Compensation Plan Shareholder Proposal D Regarding Amending ESS Metrics and Pseutial Dilution of Equity Compensation Plan Shareholder Proposal D Regarding Amending ESG Metrics of Equity Compensation Plan Shareholder Proposal D Regarding Amending ESG Metrics of Equity Compensation Plan Shareholder Proposal D Regarding Equity Memuneration for Equity Compensation Plan Shareholder Proposal D Regarding Equity Memuneration for Equity Compensation Plan Shareholder Proposal D Regarding Equity Memuneration for Equity Compensation Plan Shareholder Proposal D Regarding Equity Memuneration for Equity Compensation Plan Shareholder Proposal D Regarding Equity Memuneration for Equity Compensation Plan Shareholder Proposal D Regarding Limits on Plan Shareholder Proposal D Regarding	Against For For For Abstain Against Against Against Against For
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Elect Youkyuki Miyabe Elect Youk Kusumi Satutory Auditors' Feets Satutory Auditors' Feets Advisory You're no Executive Compensation Anderson You're no Executive Plan Elect Annu M. Samoff Elect Belinda J. Johnson Elect David M. Morflett Elect David M. Morflett Elect David M. Doman Elect David M. Elect Dav	For For Against Against Against For
Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation	Against Against Against For
Amendment to the 2015 Equity Incentive Plan Elect Am M. Sarroff Elect Bellinda J. Johnson Elect David M. Moffett Elect David M. Moffett Elect David M. Moffett Elect David M. Dorman Elect David M. Do	Against For
Elect Delnid B. Johnson	For
Elect David W. Moffett Elect David W. Moffett Elect David W. Moffett Elect David W. Moffett Elect David W. Moffett Elect David W. Moffett Elect David W. Moffett Elect Enrique Lores Elect Enrique Lores Elect Enrique Lores Elect Fariko D. Yeary Elect Gail J. McGovern Elect Jonathan Christodoro Elect Jonathan Christodoro Elect Jonathan Christodoro Elect Jonathan Christodoro Elect Godey C. Adkins Ratification of Auditor Shareholder Proposal Regarding Majority Vote for Election of Directors Shareholder Proposal Regarding Majority Vote for Election of Directors Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests Accounts and Report Amendments to Articles (Compensation, External Mandates) Amendments to Articles (Compensation, External Mandates) Appoint Reto A. Carretti as Board Chair	For
Elect David W. Dorman Elect Debrah M. Messmer Elect Enrique Lores Elect Enrique Lores Elect Faria, D. Yeary Elect Gail J. McGovern Elect Jonathan Christodoro Elect Aloney C. Adkins Rastification of Ausitor Shareholder Proposal Regarding Majority Vote for Election of Directors Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Tensparency Reports and Account Suspensions Accounts and Reports Accounts and Reports Allocation of Losses Amendments to Articles (Compensation, External Mandates) Amendments to Articles (Compensation, External Mandates) Amendments to Articles (Compensation, External Mandates) Appointment of Auditor Appointment of Juditor	For For For For For For For For For Against For Against For Abstain For
Elect Enrique Lores	For For For For For For For Against Against Against For Abtain For
Elect Frank D. Veary	For For For For Against For Against For Against For
Elect John J. Donaboe II Elect Jonahan Christodoro Elect Rodery C. Adkins Ratification of Auditor Shareholder Proposal Regarding Majority Vote for Election of Directors Shareholder Proposal Regarding Policy Against Discriminatory Exclusion in Conflict Zones Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests Shareholder Proposal Regarding Tamparency Reports and Account Suspensions Shareholder Proposal Regarding Tamparency Reports and Account Suspensions Accounts and Reports Alcounts and Reports Alcounts and Reports Alcounts and Reports Amendments to Articles (Board of Directors) Amendments to Articles (Board of Directors) Amendments to Articles (Compensation; External Mandates) Amendments to Articles (Compensation; External Mandates) Amendments to Articles (Compensation; External Mandates) Appoint Reto A. Garzetti as Board Chair Appointment of Auditor Board Chair Board	For For For Against For Against For Against For Abstain For Abstain For For For For For For For
Elect Jonathan Christodoro	For Against For Against For Against Against For Abstain For
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Elect Klaus G. Schmitz	Abstain For
	For
Elect Klaus G. Schmitz as Compensation Committee Member	For For
Elect Kurt Hardt	For
Elect Kurt Hard za Compensation Committee Member Elect Peter E. Bodmer	For For
Elect Reto A. Carrietti Esecutive Compensation (Fixed)	Against For
Executive Compensation (Variable)	For
Introduction of a Capital Band Ratify Andreas Steinbauer	For For
Ratify Christian De Prati	For
Ratify Klaus Schmitz Ratify Klaus Schmitz	For For
Ratify Peter Bodmer	For
Ratify Reto Garzetti Ratify Thomas Wolfensberger	For For
Ratify Thorsten Arsan	For
Reduction of par Value of Shares Pearson pic 28.04.2023 United Kingdom Accounts and Reports	For For
Appointment of Auditor	For
Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights	For For
Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Info	For For
Authority to Set Auditor's Fees	For
Authority to Set General Meeting Notice Period at 14 Days Elect Andy Bird	For For
Elect Annette Thomas	For
Elect Esther S. Lee Elect Gramen D. Pitkethly	For For
Elect Lincoln Wallen	For
Elect Omid R. Kordestami Elect Sally Johnson	For For
Elect Sherry Coutu	For
Elect Tim Score Final Dividend	For For
Remuneration Policy Remuneration Report	Against For
Pernod Ricard 10.11.2023 France 2022 Remuneration of Alexandre Ricard, Chair and CEO	For
2022 Remuneration Report 2023 Directors' Fees	For For
2023 Remuneration Policy (Board of Directors)	For
2023 Remuneration Policy (Chair and CEO) Accounts and Reports; Non Tac-Bouchtible Expenses	For For
Allocation of Profits/Dividends Appointment of Auditor (Delottet)	For
Authorisation of Legal Formalities	Against For
Authority to Cancel Shares and Reduce Capital Authority to Increase Capital in Consideration for Contributions In Kind	For For
Authority to Increase Capital Through Capitalisations	For
Authority to Issue Shares and Convertible Debt Through Private Placement Authority to Issue Shares and Convertible Debt My Preemptive Rights	For For
Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
Authority to Repurchase and Reissue Shares Consolidated Accounts and Reports	For For
Elect Kory Sorenson	For
Elect Max Koeune Elect Phillipe Petroolin	For For
Employee Stock Purchase Plan	For
Greenshoe Special Auditor's Report on Regulated Agreements	For For
Stock Purchase Plan for Overseas Employees	For
Amendments to Articles (Supervisory Board Virtual Participation)	Abstain Abstain
Amendments to Auditor Appointment of Auditor	Against For
Approval of Intra-Company Control Agreement with Pangea GmbH	Abstain
Increase in Authoriec Capital Management Board Remuneration Policy	Against Against
Ratify Ayla Busch	Against
Ratify Britta Giesen Ratify Cott: Timmerbeil	For Against
Ratify Henrik Newerla	Against
Ratify Minja Löhrer Ratify Stefan Röser	Against Against
RatifyTimo Birkenstock Ratify Wolfgang Ehrk	Against For
Remuneration Report	Against
Pirelli & C. S.p. A. 29.06.2023 Italy 2023-2025 Long-Term Incentive Plan Accounts and Reports Accounts and Reports	Against For
Allocation of Profits/Dividends	For
Board Size DBO Insurance Policy	For Abstain
Directors' Fees	Against
Election of Chair of Board Election of Directors	Against Against
Postponement of Voting on Proposals 3.00, 4.00, 5.00 and 6.00	For
Remuneration Policy Remuneration Report	Against Against
PNC Financial Services Group Inc 26.04.2023 United States Advisory Vote on Executive Compensation	Against
Elect Andrew T. Feldstein Elect Bryan S. Salesky	For For
Elect Daniel R. Hesse	Against
Elect Debra A. Cafaro Elect Joseph Alvarado	For For
Elect Linda R. Medler	For For
Elect Marjorie Rodgers Cheshire Elect Martin Pfinsgraff	For
Elect Renu khator Elect Richard I. Harshman	For Against
Elect Robert A. Niblock	For
Elect Ton I Towner-Whitely Elect William S. Demchak	For
Frequency of Advisory Vot an Executive Compensation	For

Elect Yoshinobu Tsutsui

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

		Cancellation of Fractional Shares	For
		Capitalisation of Reserves	For
		Elect Elaine Mardis Elect Elizabeth E. Tallett	For For
		Elect Eva Pisa	For
		Elect Lawrence A. Rosen Elect Metin Colpan	Against For
		Elect Roland Sackers Elect Ross L. Levine	For
		Elect Stephen H. Rusckowski Elect Thierry Bernard	For For
		Elect Toralf Haag	For
		Management Board Report Opening	For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
		Remuneration Report	For
Q-Linea AB	03.07.2023 Sweden	Agenda Compliance with the Rules of Convocation	For
		Minutes	For
		Opening of Meeting; Election of Presiding Chair Rights Issue	For
Quest Diagnostics, Inc.	17.05.2023 United States	Voting List Advisory Vote on Executive Compensation	For For
Quest biognosics, inci	17.03.2023 Officed States	Amendment to the Long-Term Incentive Plan	For
		Elect Denise M. Morrison Elect Gail R. Wilensky	For
		Elect Gary M. Pfeiffer	Against
		Elect James E. Davis Elect Luis Diaz, Jr.	For For
		Elect Timothy L. Main Elect Timothy M. Ring	For
		Elect Tracey C. Doi	For
		Elect Vicky B. Gregg Elect Wright L. Lassiter III	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
		Shareholder Proposal Regarding GHG Targets and Alignment with Paris Agreement	For
R. Stahl AG	29.06.2023 Germany	Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Virtual AGM)	Against For
		Appointment of Auditor	For
		Elect Andreas Müller Elect Dennis Stahl	For For
		Elect Harald Rönn Elect Peter Hofmann	For For
		Elect Peter Leischner	Against
		Elect Renate Neumann-Schäfer Ratify Andreas Müller	For For
		Ratify Bernardo Kral	For
		Ratify Harald Rönn Ratify Heike Dannenbauer	For
		Ratify Klaus Erker Ratify Mathias Hallmann	For For
		Ratify Nadine Ernstberger	For
		Ratify Nikolaus Simeonidis Ratify Peter Hofmann	For
		Ratify Peter Leischner	For
		Ratify Renate Neumann-Schäfer Remuneration Report	For Against
Raiffeisen Bank International AG	30.03.2023 Austria	Allocation of Profits Appointment of Auditor	For
		Election of Andrea Gaal as Supervisory Board Member	For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Rational AG	10.05.2023 Germany	Remuneration Report Allocation of Dividends	Against For
The state of the s	10.03.2023 Germany	Amendments to Articles (Annual General Meeting Location)	For
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	Abstain Against
		Appointment of Auditor	For
		Approval of Profit-and-Loss Transfer Agreements Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	Against Against
Raymond James Financial, Inc.	23.02.2023 United States	Advisory Vote on Executive Compensation	Against
		Amendment to the 2012 Stock Incentive Plan Elect Anne Gates	For For
		Elect Benjamin C. Esty Elect Gordon L. Johnson	For For
		Elect Jeffrey N. Edwards	For
		Elect Marlene Debel Elect Paul C. Reilly	For
		Elect Raj Seshadri	For
		Elect Robert M. Dutkowsky Elect Roderick C. McGeary	For For
		Elect Thomas A. James Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor	Against
Realtech AG	20.07.2023 Germany	Appointment of Auditor Ratification of Supervisory Board Acts	For For
		Ratify Bernd Kappesser	For
		Ratify Daniele Di Croce Ratify Wolfgang Erlebach	For
Reckitt Benckiser Group Plc	03.05.2023 United Kingdom	Accounts and Reports Appointment of Auditor	For For
		Authorisation of Political Donations	For
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	For
		Authority to Set Auditor's Fees	For
		Authority to Set General Meeting Notice Period at 14 Days Elect Alan Stewart	For
		Elect Andrew RJ Bonfield	For
		Elect Christopher A. Sinclair Elect Elane B. Stock	For
		Elect Jeff Carr Elect Jeremy Darroch	For For
		Elect Margherita Della Valle	For
		Elect Mary Harris Elect Mehmood Khan	For For
		Elect Nicandro Durante Elect Olivier Bohuon	For For
		Elect Pamela J. Kirby	For
		Elect Tamara Ingram Final Dividend	For For
		Remuneration Report	For
Redcare Pharmacy N V	20.04.2022 20.01	2023 Stock Option Plan	For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Accounts and Reports	
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses	For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor	For For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Authority to Repurchase Shares Capital Proposal to Implement 2019 Equity Compensation Plan	For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Authority to Repurchase Shares Capital Proposal to Implement 2019 Equity Compensation Plan Capital Proposal to Implement 2013 Stock Option Plan	For For Against For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Laptian Proposal to Implement 2019 Equity Compensation Plan Capital Proposal to Implement 2019 Stock Option Plan Elect Björn Söder to the Supervisory Board Elect Flank Köller to the Supervisory Board	For For Against For For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Capital Proposal to Implement 2019 Equity Compensation Plan Capital Proposal to Implement 2023 Stock Option Plan Elett Björn Söder to the Supervisory Board Elect Elpina Köhller to the Supervisory Board	For For Against For For For For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Authority to Regarding Services Services Capital Proposal to Implement 2015 Equity Compensation Plan Capital Proposal to Implement 2015 Equity Compensation Plan Elett Björn Söder to the Supervisory Board Elett Björn Söder to the Supervisory Board Elett Flam Köhller to the Supervisory Board Elett Leff ame Cohett to the Supervisory Board Elett Leff ame Cohet to the Supervisory Board	For For Against For For For For For For For For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Authority to Repurchase Shares Capital Proposal to Implement 2019 Equity Compensation Plan Capital Proposal to Implement 2023 Stock Option Plan Elect Björn Soder to the Supervisory Board Elect Elginn Soder to the Supervisory Board Elect Left and Counter to the Supervisory Board Elect Left and Elect to the Supervisory Board Elect Left and Elect to the Supervisory Board Elect Left and Elect to the Supervisory Board Elect Elect Flories Counter to the Supervisory Board Elect Elect Flories Allocation to the Management Board Elect Stephan Weber to the Management Board	For For Against For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Authority to Regurchase Shares Capital Proposal to Implement 2019 Equity Compensation Plan Capital Proposal to Implement 2019 Stock Option Plan Elect Bjørn Soder to the Supervisory Board Elect Flamk Köller to the Supervisory Board Elect Flamk Köller to the Supervisory Board Elect Harden Cochet to the Supervisory Board Elect Mark Fischer to the Supervisory Board Elect Mark Fischer to the Supervisory Board Elect Mark Fischer to the Management Board Elect Mark Fischer to the Management Board Elect Stephan Weber to the Management Board Elect Theresa Holler to the Management Board Elect Theresa Holler to the Management Board	For For Against For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Appointment of Journal Control Capital Proposal to Implement 2039 Equity Compensation Plan Capital Proposal to Implement 2031 Stock Option Plan Elect Bjürn Söder to the Supervisory Board Elect Frank Köller to the Supervisory Board Elect Frank Köller to the Supervisory Board Elect Frank Köller to the Supervisory Board Elect Harder Schort to the Supervisory Board Elect Harder Schort to the Supervisory Board Elect Marker Schort to the Supervisory Board Elect Marker Schort to the Management Board Elect Capital Plank Board Elect Stephan Weeber to the Management Board Elect Stephan Weeber to the Management Board Elect Stephan Weeber to the Management Board Audit Schort Scho	For For Against For
Redcare Pharmacy N.V.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Appointment of Auditor Capital Proposal to Implement 2019 Equity Compensation Plan Capital Proposal to Implement 2019 Stock Option Plan Elect Bigim Sider to the Supervisory Board Elect Elgim Sider to the Supervisory Board Elect Frank Köhler to the Supervisory Board Elect Elect Capital Proposal to the Supervisory Board Elect Elect Capital Elect to the Supervisory Board Elect Elect Capital Elect to the Supervisory Board Elect Elect Capital Electron to the Supervisory Board Elect Electron Electron to Electron Elec	For For Against For
Redcare Pharmacy N.V. Regions Financial Corp.	26.04.2023 Netherlands	Allocation of Losses Amendments to Articles Regarding the Company Name Appointment of Auditor Appointment of Auditor Appointment of Auditor Capital Proposal to Implement 2019 Equity Compensation Plan Capital Proposal to Implement 2019 Stock Option Plan Elect Bigim Sider to the Supervisory Board Elect Frank Köhler to the Supervisory Board Elect Frank Köhler to the Supervisory Board Elect Endern Cochte to the Supervisory Board Elect Endern Cochte to the Supervisory Board Elect Endern Cochte to the Supervisory Board Elect Edit Endern Cochte to the Supervisory Board Elect Edit Plank Endern to the Management Board Elect Collar Heinrich to the Management Board Elect Stephan Weber to the Management Board Ratification of Steffar Fetters 'Management Acts Ratification of Steffar Fetters' Management Acts	For For Against For

		Elect John D. Johns Elect John M. Turner, Jr.	
		Elect Join M. Johnson Elect José S. Suquet	
		Elect Los S. Suguer Elect Los S. Sylinger III Elect Mark. A Crosswhite	
		Elect Noopur Davis	
		Elect Ruth Ann Marshall Elect Timothy Vines	
		Elect Zhanna Golodryga Ratification of Auditor	
RELX Pic	20.04.2023 United Kingdom	Appointment of Auditor	
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	
		Authority to Set Auditor's Fees	
		Authority to Set General Meeting Notice Period at 14 Days Elect Alistair Cox	
		Elect Andrew J. Sukawaty Elect Charlotte Hogg	
		Elect Erik Engstrom Elect June Felix	
		Elect Marike van Lier Lels Elect Nicholas Luff	
		Elect Paul A. Walker Elect Robert J. MacLeod	
		Elect Suzanne Wood	
		Employee Incentive Plan Employee Share Purchase Plan	
		Final Dividend Long-Term Incentive Plan	
		Remuneration Policy Remuneration Report	
Rentokil Initial plc	10.05.2023 United Kingdom	Sharesave Plan	
	10.03.1013 Gillied Kingdoni	Adoption of New Articles	
		Appointment of Auditor Authorisation of Political Donations	
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	
		Deferred Bonus Plan Elect Andy Ransom	
		Elect Cathy Farison Elect David J. Frear	
		Elect John Pettigrew	
		Elect Linda Yueh Elect Richard Solomons	
		Elect Sally Johnson Elect Sarosh Mistry	
		Elect Stuart Ingall-Tombs Employee Incentive Plan	
		Final Dividend Remuneration Report	
Republic Services, Inc.	12.05.2023 United States	neminination report Advisory Vote on Executive Compensation Elect Brian S. Tyler	
		Elect James P. Snee	
		Elect Jennifer M. Kirk Elect Ion Vander Ark	
		Elect Katharine B. Weymouth Elect Manuel Kadre	
		Elect Michael A. Duffy Elect Michael Larson	
		Elect Sandra M. Volpe Elect Thomas W. Handley	
		Elect Tomago Collins Frequency of Advisory Vote on Executive Compensation	
Rheinmetall AG	09.05.2023 Germany	Religion of Navisory You'ce on Executive Compensation Radification of Dividends	
	05.03.2023 Germany	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual Meetings)	
		Appointment of Auditor	
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
Rhoen-Klinikum AG	07.06.2023 Germany	Remuneration Report Allocation of Dividends	
		Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Virtual AGM)	
		Appointment of Auditor Ratify Berndt Griewing	
		Ratify Christine Reissner	
		Ratify Cornelia Suefke	
		Ratify Georg Schulze Ratify Gunther Weiss	
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		Ratify Gunther Weiss Ratify Hard Biff Ratify Immtraut Guerkan Ratify Jaulie Dannath-Schuh Ratify Jaulie Dannath-Schuh Ratify Jaulie Dannath-Schuh Ratify Leopold Berhart Ratify Marco Walker Ratify Marco Walker Ratify Mickel Dannati Ratify Berein Mandewirth Ratify Weice Dannati Ratify Deter Berghoeffer	
		Ratify Gunther Weiss Ratify Hard Right Ratify Hintraut Guerkan Ratify Januari Security Hintraut Guerkan Ratify Januari Hintraut Guerkan Ratify Januari Hintraut Hintr	
Robert Half Inc	17.05.2023 United States	Ratify Gunther Weiss Ratify Hard Righ Ratify Immrauf Guerkan Ratify Julia Dannath-Schuh Ratify Julia Dannath-Schuh Ratify Julia Dannath-Schuh Ratify Julia Dannath-Schuh Ratify Leopold Eberhart Ratify Leopold Eberhart Ratify Marcin Mandewirth Ratify Retie Berghouffer Ratify Retie Berghouffer Ratify Retie Berghouffer Ratify Regina Dickey Ratify Regina Dickey Ratify Regina Dickey Ratify Homas Pilludat Ratify Tolas Schenbach Remuneration Report Remuneration Report	
Robert Half Inc	17.05.2023 United States	Ratify Gunther Weiss Ratify Hard Right Ratify Hintraut Guerkan Ratify Julia Dannath-Schuh Ratify Julia Dannath-Schuh Ratify Julia Dannath-Schuh Ratify Liapandi Berhart Ratify Liapandi Berhart Ratify Karopidi Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify More Saloman Ratify Fele Berghorder Ratify Rote Dennari Ratify Oliver Saloman Ratify Fele Berghorder Ratify Rote Rati	
Robert Half Inc	17.05.2023 United States	Ratify Gunther Welss Ratify Hard Roll Ratify Hintraut Guerkan Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Kair Hardelin Ratify Kepodid Berhart Ratify Marcin Mandewirth Ratify Martin Mandewirth Ratify Martin Mandewirth Ratify Morio Boznari Ratify Oliver Salomon Ratify Piccio Boznari Ratify Oliver Salomon Ratify Piccio Boznari Ratify Roll Roll Ratify Regina Dickey Ratify Selen Stranz Ratify Debas Salomboch Remuneration Report Advisory Votes on Executive Compensation Elect Dirk A. Kempthorne Elect Hard M. Messmer, Jr. Elect Hard M. Messmer, Jr.	
Robert Half Inc	17.05.2023 United States	Ratify Counter Welss Ratify Hard British Ratify Hard Rough Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Lepodel Berhart Ratify Klezodel Berhart Ratify Marcin Mandewirth Ratify Martin Mandewirth Ratify Martin Mandewirth Ratify More Dannal Ratify Oliver Salomon Ratify Oliver Salomon Ratify Oliver Salomon Ratify Peter Dacke Ratify Regina Dickey Ratify Regina Dickey Ratify Regina Dickey Ratify Regina Dickey Ratify Selan Ritura Ratify Thomas Pilludat Ratify Oliver Salomon Ratify Oliver Salomon Ratify Oliver Salomon Ratify Oliver Salomon Ratify Selan Ritura Ratify Peter Dacke Ratify Regina Dickey Ratify Regina Dickey Ratify Selan Ritura Ratify Tomas Ritura Ratify Tomas Ritura Ratify Tomas Ritura Ratify Tomas Ritura Remuneration Report Advisory Vote on Executive Compensation Elect Hard M. Messmer, Jr. Elect Harold M. Mesland	
Robert Half Inc	17.05.2023 United States	Batify Gunther Weiss Batify Hard Right Batify Immraut Guerkan Batify Jail Leirsch Batify Like Depoted Eberhart Batify Like Depoted Eberhart Batify Leopold Eberhart Batify Marcin Mandewirth Batify Marcin Mandewirth Batify Marcin Mandewirth Batify More Boarnal Batify Oliver Salomon Batify Oliver Salomon Batify Deter Berghorfer Batify Peter Ducke Batify Beter Ducke Batify Beter Ducke Batify Beter Ducke Batify Beter Bucke Batify Beter Bucke Batify Beter Bucke Batify Tomans Pilludat Batify Tobias Kattenbach Benumeration Report Advisory Vote on Executive Compensation Elect Pirk A. Rentphorne Elect Fredrick A. Richman Elect Pirk A. Resmptorne	
Robert Half Inc	17.05.2023 United States	Batify Gunther Weiss Batify Hard Ediff Batify Hartraut Guerkan Batify Jail Leisch Batify Jail Dannath Schuh Batify Laice Dentart Batify Leopold Eberhart Batify Marcin Mandewirth Batify Martin Mandewirth Batify Martin Mandewirth Batify Martin Mandewirth Batify Merin Dannal Batify Oliver Salomon Batify Deter Berghorfer Batify Peter Ducke Batify Peter Ducke Batify Beter Bucke Batify Tomas Pilludat Batify Tobias Kaltenbach Benuneration Report Advisory Vote on Executive Compensation Elect Fredrick A. Richman Elect Drick A. Remphorne Elect Fredrick A. Richman Elect Hardolf M. Messmer Jr. Elect Julia L. Coronado Elect Marcin H. Wadele Elect Marcin H. Wilnig Elect Marcin H. Wilnig Elect Robert J. Pace	
	17.05.2023 United States 07.02.2023 United States	Ratify Counter Weiss Ratify Hard Refin Ratify Hard Refin Ratify Hard Refin Ratify Julia Dannath - Schuh Ratify Julia Dannath - Schuh Ratify Julia Dannath - Schuh Ratify Lai Pannath - Schuh Ratify Lai Pannath - Schuh Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify More Dannal Ratify Oliver Salmon Ratify Regina Dickey Ratify Seter Ducke Ratify Regina Dickey Ratify Reference Reginater Ratify Regina Dickey Ratify Seterin Stranz Ratify Tobias Kaltenbach Remuneration Report Advisory Vote on Executive Compensation Elect Dirk A. Remphorne Elect Fredrick A. Richman Elect Park A. Remphorne Elect Fredrick A. Richman Elect Hard M. Messmer J. F. Elect Julia L. Coronado Elect Hard M. Messmer J. F. Elect Julia L. Coronado Elect M. Keith Waddel Elect Marcit H. Wilnig Elect More The Wilnig Elect More The Wilnig Elect Robert J. Pace Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Matification of Auditor	
Robert Half Inc Rockwell Automation Inc		Ratify Counter Weiss Ratify Hard Refin Ratify Hard Refin Ratify Hard Legsch Ratify Julia Dannath Schuh Ratify Julia Dannath Schuh Ratify Julia Dannath Schuh Ratify Lakepold Berhart Ratify Leopold Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Martin Mandewirth Ratify More Salomon Ratify Rote Dannal Ratify Oliver Salomon Ratify Deter Berghorfer Ratify Peter Ducke Ratify Referend Dickey Ratify Stefan Stranz Ratify Rote Salomon Ratify Rote Reporter Ratify Rote Reporter Ratify Tobias Kaltenbach Remuneration Report Advisory Vote on Executive Compensation Elect Drick A. Remphorne Elect Fredrick A. Richman Elect Drick A. Resmphorne Elect Fredrick A. Richman Elect Hard M. Messmer Jr. Elect Julia L. Coronado Elect Marcit H. Wodel Elect Marcit H. Wodel Elect Marcit H. Wodel Elect Marcit H. Wodel Elect Marcit H. Wilsing Elect Robert J. Pace Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	
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Rockwell Automation Inc	07.02.2023 United States	Ratify Counter Weiss Ratify Half Bit Ratify Hartner Guerkan Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Likepoldt Berhart Ratify Klepoldt Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify More Salomon Ratify Cilver Salomon Ratify Cilver Salomon Ratify Deter Bergonefir Ratify Peter Ducke Ratify Reter Ducke Ratify Roten Stranz Ratify Control Control Ratify Control	
		Ratify Counter Weiss Ratify Half die Right Ratify Hartraut Guerkan Ratify Julia Dannath - Schuh Ratify Liepoldt Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Morie Bolmani Ratify Oliver Salomon Ratify Celer Bergoneffer Ratify Peter Ducke Ratify Peter Ducke Ratify Reter Ducke Ratify Roman Dickey Ratify Reter Ducke Ratify Roman Reter Duckey Ratify Reter Roter Reter Re	
Rockwell Automation Inc	07.02.2023 United States	Ratify Counter Weiss Ratify Half delign Ratify Hartnard Cuerkan Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Likepoldt Berhart Ratify Likepoldt Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify More Salomon Ratify Cities Berponefer Ratify Peter Ducke Ratify Reine Julia Dannai Ratify Cities Reponefer Ratify Peter Ducke Ratify Reine Julia Dickey Ratify Reine Stranz Ratify Reine Stranz Ratify Robins Alterback Ratify Tobias Alterback Reinumeration Report Advisory Vote on Executive Compensation Elect Ford A. R. Richman Elect Harold M. Messmer, r. Elect Livia L. Coromado Elect Marcin H. Morall Elect Marcin Moral Moralror Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Ratification of Auditor Advisory Hote on Executive Compensation Ratification of Auditor	
Rockwell Automation Inc	07.02.2023 United States	Ratify Counter Weiss Ratify Hard Edit Ratify Hartraut Cuerkan Ratify Julia Dannath - Schuh Ratify Likepoldt Berhart Ratify Leopoldt Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Morie Salomon Ratify Rote Dannani Ratify Oliver Salomon Ratify Deter Bergoneffer Ratify Peter Ducke Ratify Extern Schranc Ratify Tolmas Pilludat Ratify Tolais Kaltenbach Remuneration Report Advisory Vote on Executive Compensation Elect Dirk A. Kempthorne Elect Fredrick A. Richman Elect Harriod M. Meisumer, Jr. Elect Livia L. Coromado Elect Livia C. Coromado Elect War H. Mortal Elect Marrie H. Wilking Elect Marrie H. Wilking Elect Robert L. Popt Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Ratification of Auditor Auditory Ratification of Board and Management acts Allocation of Roter Ratification of Board and Management acts Allocation of Roter Ratification of Board and Management acts Allocation of Roter Ratification of Board and Management acts Allocation of Roter Ratification of Board and Manageme	
Rockwell Automation Inc	07.02.2023 United States	Ratify Counter Weiss Ratify Hard Edit Ratify Hart Edit Ratify Hart Legsch Ratify Julia Dannath - Schuh Ratify Julia Dannath - Schuh Ratify Julia Dannath - Schuh Ratify Likepoldt Berhart Ratify Leopoldt Berhart Ratify Leopoldt Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify More Salomon Ratify Rote Bomani Ratify Oliver Salomon Ratify Deter Bergoneffer Ratify Peter Ducke Ratify Reter Borker Ratify Reter Borker Ratify Reter Rote Reter	
Rockwell Automation Inc	07.02.2023 United States	Batify Counter Wess Batify Hard Edit Batify Immraut Guerkan Batify Julia Dannath Schuh Batify Julia Dannath Schuh Batify Julia Dannath Schuh Batify Julia Dannath Schuh Batify Lia Dannath Schuh Batify Lia Dannath Schuh Batify Lia Dannath Schuh Batify Marcin Mandewirth Batify Martin Mandewirth Batify Martin Mandewirth Batify Martin Mandewirth Batify Merin Dannal Batify Oliver Salmon Batify Deter Berghorfer Batify Peter Ducke Batify Beter Ducke Batify Beter Ducke Batify Beter Ducke Batify Beter Bucke Batify Beter Bucke Batify Beter Bucke Batify Tobias Kaltenbach Benumeration Report Advisory Vote on Executive Compensation Elect Drik A. Rentphorne Elect Fredrick A. Richman Elect Drik A. Rentphorne Elect Fredrick A. Richman Elect Hardid M. Messmer Jr. Elect Julia L. Coronado Elect Hardid M. Messmer Jr. Elect Julia L. Coronado Elect Marcit H. Wilnig Elect Mostify Modesory Over on Executive Compensation Beter Marcit H. Wilnig Elect Modria United School Sc	
Rockwell Automation Inc	07.02.2023 United States	Ratify Courther Wesis Ratify Hartraut Guerkan Ratify Julia Dannath Schuh Ratify Julia Dannath Schuh Ratify Julia Dannath Schuh Ratify Lukopold Eberhart Ratify Lukopold Eberhart Ratify Marco Walker Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify Martin Mandewirth Ratify More Dannal Ratify Oliver Salomon Ratify Deter Bergonefre Ratify Peter Ducke Ratify Reter Stranz Ratify Tobias Kaltenbach Remuneration Report Advisory Vote on Executive Compensation Elect Prick A. Rethy Reter Ducke Ratify Reter Ducke Ratify Tobias Kaltenbach Remuneration Report Advisory Vote on Executive Compensation Elect Prick A. Richman Elect Prick A. Richman Elect Prick A. Richman Elect Hardin M. Messmer Jr. Elect Julia L. Coronado Elect Prick A. Richman Elect A. Kicht Madell Elect Marci H. Wilsing Elect Robort J. Pace Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Elect Danid R. Parfet Elect Pam Murphy Elect Robort W. Soderbery Elect Robort W. Soderbery Elect Robort W. Soderbery Elect Robort W. Rodisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Elect Robort W. Suckey School School School School School	
Rockwell Automation Inc	07.02.2023 United States	Ratify Counter Weiss Ratify Hard Edit Ratify Hartraut Cuerkan Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Julia Dannath -Schuh Ratify Livapoldt Berhart Ratify Leopoldt Berhart Ratify Leopoldt Berhart Ratify Marcin Mandewirth Ratify Marcin Mandewirth Ratify More Salomon Ratify Rote Bomani Ratify Oliver Salomon Ratify Deter Bergoneffer Ratify Peter Ducke Ratify Reter Salomon Ratify College Salomon Ratify Rotes Salomon Ratify Rotes Salomon Ratify Rotes Salomon Ratify Rotes Reter Salomon Ratify Rotes Reter Salomon Ratify Rotes Reter Salomon Ratify Rotes Ratify Reter Salomon Ratify Rotes Reter Salomon Ratify Rotes Reter Salomon Ratify Rotes Reter Salomon Reter Re	

		Appointment of Auditor
		Elect Andrew A. Chisholm Elect Bridget A. van Kralingen
		Elect Cynthia Devine Elect David I. McKay
		Elect Frank Vettese Elect Jacynthe Côté
		Elect Jeffery W. Yabuki Elect Maryann Turcke
		Elect Mirko Bibic Elect Roberta Jamieson
		Elect Thierry Vandal Elect Toos N. Daruvala
		Shareholder Proposal Regarding Absolute Greenhouse Gas Reduction Targets Shareholder Proposal Regarding Fossil Fuel Financing Policy
		Shareholder Proposal Regarding Free, Prior, and Informed Consent
		Shareholder Proposal Regarding Pay Ratio Disclosure Shareholder Proposal Regarding Racial Equity Audit
		Shareholder Proposal Regarding Reporting Circular Economy Loans Shareholder Proposal Regarding Say on Climate
Royalty Pharma plc	22.06.2023 United Kingdom	
		Advisory Vote on Executive Compensation Authority to Set U.K. Auditor's Fees
		Elect Bonnie L. Bassler Elect Catherine Engelbert
		Elect David C. Hodgson Elect Errol B. De Souza
		Elect Gregory Norden Elect Henry A. Fernandez
		Elect Mario G. Giuliani Elect Pablo Legorreta
		Elect Rory B. Riggs Elect Ted W. Love
		Ratification of Auditor Reappointment of U.K. Statutory Auditor
RTL Group	26.04.2023 Luxembourg	Remuneration Report Accounts and Reports
The Group	20.04.2023 Edxellibourg	Allocation of Dividends
		Appointment of Auditor Consolidated Accounts and Reports
		Elect Alexander von Torklus to the Board of Directors Elect Carsten Coesfeld to the Board of Directors
		Non-Executive Directors' Fees Ratification of Auditors' Acts
		Ratification of Board Acts Remuneration Report
RWE AG	04.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual Meeting)
		Appointment of Auditor Appointment of Auditor for Interim Statements
		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital Authority to Repurchase and Reissue Shares
		Increase in Authorised Capital Ratify Andreas Wagner
		Ratify Dagmar Paasch Ratify Dirk Schumacher
		Ratify Erhard Schipporeit Ratify Hans Bünting
		Ratify Hans-Peter Keitel Ratify Harald Louis
		Ratify Hauke Stars Ratify Helle Valentin
		Ratify Markus Krebber
		Ratify Mathias Durbaum Ratify Michael Bochinsky
		Ratify Michael Willer Ratify Monika Kircher
		Ratify Ralf Sikorski
		Ratify Reiner van Limbeck Ratify Sandra Bossemeyer Ratify The Ratify Sandra Bossemeyer
		Ratify Ullrich Sierau
		Ratify Ute Gerbaulet Ratify Werner Brandt
COR Clabelles	00.00	Ratify Zvezdana Seeger Remuneration Report
S&P Global Inc	03.05.2023 United States	Advisory Vote on Executive Compensation Elect Deborah D. McWhinney
		Elect Douglas L. Peterson Elect Gay Huey Evans
		Elect Gregory Washington Elect Ian P. Livingston
		Elect Jacques Esculier Elect Marco Alverà
		Elect Maria R. Morris Elect Rebecca Jacoby
		Elect Richard E. Thornburgh Elect Robert P. Kelly
		Elect Stephanie C. Hill
		Elect William D. Green
		Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor
Salesforce Inc	08.06.2023 United States	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation
Salesforce Inc	08.06.2023 United States	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold W. Donald
Salesforce Inc	08.06.2023 United States	Elect William D. Green Frequency of Alvisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect Craig A. Conway
Salesforce Inc	08.06.2023 United States	Elect William D. Green Frequency of Alixory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Monald Elect Craig A. Elect Compensation Elect Craig A. Elect Compensation Elect Craig A. Elect Compensation World Elect London World Elect London V. Roos
Salesforce Inc	08.06.2023 United States	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect G. Mason Morift Elect John V. Roos Elect Land Alber Elect Land Alber Elect Land C. Semond Fleet Elect Land C. Semond C. Semond Fleet Elect May and C. Semond C. Semond Fleet Elect May and
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Salesforce Inc	08.05.2023 United States	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Annold V. Donald Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Enway Elect Craig A. Enway Elect Laura Alber Elect Laura Alber Elect Laura Alber Elect Havra R. Benioff Elect Havrand C. Webb Elect Newland C. Webb Elec
Salesforce Inc	08.05.2023 United States	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Annold V. Donald Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Enway Elect Elect Craig A. Enway Elect
Salesforce Inc	08.05.2023 United States	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Annold V. Donald Elect Craig A. Conway Elect Craig A. Conway Elect Conig A. Conway Elect Conig A. Conway Elect Conig A. Conway Elect G. Mason Morfit Elect John V. Roos Elect Laura Alber Elect Mark R. Benioff Elect Laura Alber Elect Mark R. Benioff Elect Haven G. Webb Elect Neelie Kroes Elect Parker Harris Elect Oscar Munoz Elect Sparker Harris Elect Robin L. Washington Elect Spatin Mehra Elect Sausin D. Wojckid Frequency of Advisory Vote on Executive Compensation Ratification of Auditor
		Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Annold V. Donald Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Conway Elect C. Mason Morfit Elect John V. Roos Elect Laura Alber Elect Laura Alber Elect Laura Alber Elect Laura Alber Elect Hayran G. Webb Elect Newler G. Webb Elect Newler G. Web C. Elect Description Elect Sachin Mehra Elect Oscar Munoz Elect Parker Harris Elect Robarn L. Washington Elect Sachin Mehra Elect Susan D. Wojckid Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Independent Chair
Salesforce Inc	08.05.2023 United States	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Annold V. Donald Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Conway Elect G. Mason Morfit Elect John V. Roos Elect Laura Alber Elect Mark R. Benioff Elect Laura Alber Elect Mark R. Benioff Elect Have Alber Elect Mark R. Benioff Elect Mark R. Benioff Elect Parker Harris Elect Darar Munoz Elect Parker Harris Elect Oscar Munoz Elect Parker Harris Elect Robin L. Washington Elect Spatin Mehra Elect Susan D. Wojcick Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding (company Directors Serving on Multiple Boards Shareholder Proposal Regarding (company Directors Serving on Multiple Boards Shareholder Proposal Regarding (company Directors Serving on Multiple Boards Shareholder Proposal Regarding (company Directors Serving on Multiple Boards Shareholder Proposal Regarding (company Directors Serving on Multiple Boards Shareholder Proposal Regarding (company Directors Serving on Multiple Boards Shareholder Proposal Regarding (Laura) General Meeting)
		Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect G. Mason Morifs Elect Jahn V. Roos Elect G. Mason Morifs Elect Laura Alber Elect Harn Alber Elect Maynard G. Webb Elect Neelle Kroes Elect Parker Harris Elect Oscar Munoz Elect Spatin Nethra Elect Spatin Nethra Elect Spatin Nethra Elect Spatin Nethra Elect Spatin Orlogickl Frequency of Advisory Vote on Executive Compensation Ratification of Nucliden Shareholder Proposal Regarding Idependent Chair Allocation of Dividends Amendments to Articles (Virtual General Meeting) Appointment of Auditor
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		Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold W. Donald Elect Craig A. Conway Elect Clark And Morfit Elect Libra V. Ros Elect Libra Alber Elect Mark R. Benioff Elect Libra Alber Elect Mark R. Benioff Elect Libra Alber Elect Mark R. Benioff Elect Moran Benioff Elect Sach Inhord Residency Elect Oscar Munoz Elect Oscar Munoz Elect Oscar Munoz Elect Sach Inhord Residency Elect Sach Inhord Residency Elect Sach Inhord Residency Elect Sach Auditor Shareholder Proposal Regarding Company Directors Serving on Multiple Boards Shareholder Proposal Regarding Company Directors Serving on Multiple Boards Shareholder Proposal Regarding Company Directors Serving on Multiple Boards Amendments to Articles (Virtual General Meeting) Appointment of Auditor Elect Elema Dirouwen Elect Frank Kingebiel Elect Gerald Heere Elect Heinz Kenzuer Elect Heinz Kenzuer Elect Heinz Gerhard Werte Elect Kinsus Papenburg Elect Klaus Papenburg Elect Klaus Papenburg
		Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect G. Mason Morifs Elect Jahn V. Roos Elect G. Mason Morifs Elect Jahn V. Roos Elect Laura Alber Elect Mark R. Benioff Elect Laura Alber Elect Mark R. Remioff Elect Havan G. Webb Elect Mayana G. Webb Elect Mayana G. Webb Elect Mayana G. Webb Elect Robin Elect Sach in Mehra Elect Parker Harris Elect Robin L. Washington Elect Sach in Mehra Elect Sach in Mehra Elect Saus D. Wojckish Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Independent Chair Allocation of Dividends Amendments to Articles (Virtual General Meeting) Appointment of Auditor Appointment of Auditor Elect Gerard Mente Elect Elect Hein: Kreuzer Elect Lect Lain Hardskopf Elect Suanne Knorre
	25.05.2023 Germany	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Conway Elect Craig A. Conway Elect Chair A. Conway Elect Chair A. Conway Elect Chair A. Conway Elect Chair A. Conway Elect Laura Alber Elect Have R. Benioff Elect Laura Alber Elect Have R. Benioff Elect Laura Alber Elect Mark R. Benioff Elect Havant G. Webb Elect Heelie Kross Elect Book M. Wood B. Elect Chair Alber Elect Sacra Minora Elect Parker Harris Elect Sacra Minora Elect Sacra Minora Elect Sacra Minora Elect Sacra M. Advisor Natification of Auditor Albert Elect Minoral Minoral Meeting Amendments to Articles (Virtual General Meeting) Appointment of Auditor Amendments to Articles (Virtual General Meeting) Appointment of Auditor Elect Frank Klingbeil Elect Frank Klingbeil Elect Grain Hardekopf Elect Hein-Gerhard Wente Ele
Salzgitter AG		Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect G. Mason Morfit Elect Lain A. Ross Elect G. Mason Morfit Elect Lain A. Ber Elect G. Mason Morfit Elect Lain A. Ber Elect Sach Minora Elect Sach In Mehra Elect Hair Report Elect Hein Renore Elect Hint Renore Elect Sach In Mehra Elect Sach In
Salzgitter AG	25.05.2023 Germany	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold W. Donald Elect Crisig A. Conway Elect G. Mason Morfit Elect G. Mason Morfit Elect Linh V. Roos Elect Have R. Benioff Elect Stark Minora Antendments to Articles (Virtual General Meeting) Appointment of Auditor Elect Hein: Keuzer Elect Hein: Keuzer Elect Hein: Keuzer Elect Hein: Keuzer Elect Hein: Genhard Wente Elect Carlin Hardekopf Elect Starn Mardekopf Elect Starn Mangement Board Acts Ratification of Management Board Meetings) Amendments to Articles (Virtual Stareholder Meetings)
Salzgitter AG	25.05.2023 Germany	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold W. Domaid Elect Craig A. Conway Elect Craig A. Conway Elect G. Mason Morfit Elect Lann Alber Elect Have R. Benioff Elect Lann Alber Elect Have R. Benioff Elect Have R. Benioff Elect Have R. Benioff Elect Have R. Benioff Elect Bord Minora Elect Parker Harris Elect Soor Minora Elect Soor Alber Elect Soor Minora Elect Hein: Cerbard Weete Elect
Salzgitter AG	25.05.2023 Germany	Elect William D. Green Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Amendment to the 2013 Equity Incentive Plan Elect Arnold V. Donald Elect Craig A. Conway Elect G. Mason Morfit Elect Jahn V. Roos Elect G. Mason Morfit Elect Jahn V. Roos Elect Laura Alber Elect Mark R. Benioff Elect Laura Alber Elect Mark R. Benioff Elect Haward G. Webb Elect Mayard G. Webb Elect Mayard G. Webb Elect Neelle Kroes Elect Parker Harris Elect Osard Munoc Elect Sachin Mehra Elect Elect Mehra Elect Elect Mehra Elect Elect Mehra Elect Sachin Sachindler Elect Sachin Sachindler Elect Sachin Schindler Elect Sachin Sc

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

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

		Authority to Issue Shares w/ Preemptive Rights	For
		Authority to Issue Shares w/o Preemptive Rights	Fo
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	Fo
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	For
		Elect Alan Johnson	Fo
		Elect Alina Kessel Elect Celia Baxter	For
		Elect David Robbie Elect Eric C. Olsen	For
		Elect Geoff Drabble	Fo
		Elect Louise Smalley Elect Miles W. Roberts	For
		Elect Richard Pike Final Dividend	For
		Remuneration Policy	Ag
Smurfit Kappa Group Plc	28.04.2023 Ireland	Remuneration Report Accounts and Reports	Ag For
	20.04.2025 #Cidila	Authority to Issue Shares w/ Preemptive Rights	Fo
		Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
		Authority to Repurchase Shares	For
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	For
		Elect Anne Anderson Elect Anthony Smurfit	For
		Elect Carol Fairweather	For
		Elect Frits Beurskens Elect Irial Finan	For
		Elect Jørgen Buhl Rasmussen	For
		Elect Kaisa Hietala	Fo
		Elect Ken Bowles Elect Lourdes Melgar	For
		Elect Mary Lynn Ferguson-McHugh	Fo
		Final Dividend Remuneration Report	Fo
Software AG	17.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Fo
		Amendments to Articles (Virtual AGM)	Ag Ab
		Appointment of Auditor Management Board Remuneration Policy	Fo Ag
		Ratification of Management Board Acts	Fo
		Ratification of Supervisory Board Acts Remuneration Report	For
Solaredge Technologies Inc	01.06.2023 United States	Advisory Vote on Executive Compensation Amendment to Articles to Add Federal Forum Selection Clause	Fo
		Elect Marcel Gani	Fo
		Elect Tal Payne Elimination of Supermajority Requirement	Fo
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Y
		Repeal of Classified Board	Fo
Sonic Healthcare	16.11.2023 Australia	Approval of the Employee Option Plan Approval of the Performance Rights Plan	Ag Ag
		Equity Grant (Finance Director and CFO Chris Wilks)	Fo
		Equity Grant (MD/CEO Colin Goldschmidt) Re-elect Christopher D. Wilks	Fo
		Re-elect Mark R. Compton Re-elect Neville J. Mitchell	Ag Fo
		Re-elect Suzanne Crowe	Fo
		Remuneration Report Renew Proportional Takeover Provisions	Fo Fo
Sonova Holding AG	12.06.2023 Switzerland	Accounts and Reports	Fo
		Allocation of Dividends Amendment to Company Purpose	Fo Fo
		Amendments to Articles (Board of Directors and Management Board) Amendments to Articles (Committee Composition)	For
		Amendments to Articles (General Meetings)	Fo
		Amendments to Articles (Virtual AGM) Appointment of Auditor	Fo Fo
		Appointment of Independent Proxy	Fo
		Approval of a Capital Band Board Compensation	Fo Fo
		Cancellation of Shares and Reduction in Share Capital Compensation Report	Fo Fo
		Elect Adrian Widmer	Fo
		Elect Gregory Behar Elect Julie Tay	Fo Fo
		Elect Julie Tay as as Nominating and Compensation Committee Member	Fo
		Elect Lukas Braunschweiler Elect Lukas Braunschweiler as Nominating and Compensation Committee Member	Fo Fo
		Elect Lynn Dorsey Bleil Elect Robert F. Spoerry	Fo Fo
		Elect Roland Diggelmann	Fo
		Elect Roland Diggelmann as as Nominating and Compensation Committee Member Elect Ronald van der Vis	Fo Fo
		Elect Stacy Enxing Seng Elect Stacy Enxing Seng as Nominating and Compensation Committee Member	Fo
		Executive Compensation	Fo
		Ratification of Board and Management Acts Transaction of Other Business	Fo
ST Microelectronics	24.05.2023 Netherlands	Accounts and Reports	Fo
		Allocation of Dividends Authority to Issue Shares w/ or w/o Preemptive Rights	Fo
		Authority to Repurchase Shares Elect Ana de Pro Gonzalo to the Supervisory Board	Fo Fo
		Elect Frédéric Sanchez to the Supervisory Board	Fo
		Elect Hélène Vietter-van Dort to the Supervisory Board Elect Maurizio Tamagnini to the Supervisory Board	Fo
		Elect madrato ramagnim to the Juper visory board	
		Elect Paolo Visca to the Supervisory Board	Fo
		Elect Palou Visca to the Supervisory Board Elect Yann Delabrière to the Supervisory Board Equity Grant - CEO	Fo Fo
		Elect Palol Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Equity Grant - CEO Assilication of Management Board Acts	Fo Fo
Stabilus SF	15.02.2022 Commu	Elect Paolo Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Egutly Grant - CED Egutly Grant - CED Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report	Fo Fo Fo
Stabilus SE	15.02.2023 Germany	Elect Paolo Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Equity Grant - CED Equity Grant - CED Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Renumeration Report Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings)	Fo Fo Fo Fo Ag
Stabilus SE	15.02.2023 Germany	Elect Paol Visca to the Supervisory Board Elect Yann Debiarrie to the Supervisory Board Equity Grant - CEO Battification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Allocation of Portis (Briving Management Board Acts Remuneration Report Allocation of Portis (Briving Management Board Acts Remuneration Report Allocation of Portis (Briving Management Board Acts Remuneration Report Allocation of Portis (Briving Management Board Acts) Amendments to Articles (Virtual Meetings) Appointment of Auditor	Fo Fo Fo Fo Ag Fo
Stabilius SE	15.02.2023 Germany	Elect Paol Visca to the Supervisory Board Elect Yann Debiarrie to the Supervisory Board Eguty Grant - CEO Batification of Management Board Acts Batification of Management Board Acts Batification of Supervisory Board Acts Remuneration Report Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Dirk Limmer	Fo Fo Fo Fo Ag Fo Fo
Stabilus SE	15.02.2023 Germany	Elect Papolo Visca to the Supervisory Board Elect Yann Debirairre to the Supervisory Board Eguty Grant - CEO Batification of Management Board Acts Batification of Management Board Acts Batification of Supervisory Board Acts Benumeration Report Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment for Auditor Authority to Reporchase and Reissue Shares Elect Dischim Rauhut Elect Raif-Michael Fuchs Elect Raif-Michael Fuchs Elect Raif-Michael Fuchs Elect Raif-Michael Fuchs	Fo Fo Fo Fo Ag Fo Fo Fo Fo Fo
Stabilus SE	15.02.2023 Germany	Elect Paolo Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Eguty Grant - CED Eguty Grant - CED Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Linzmeier Elect Jackim Rauhut Elect Ratif-Michael Fuchs	Fo Fo Fo Fo Ag Fo Fo Fo Fo Fo Ag
Stabilus SE	15.02.2023 Germany	Elect Palol Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Equity Grant - CEO Equity Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Linzmeier Elect Jachim Rauhut Elect Ratif-Michael Fuchs Elect Staphin Rauhut Elect	Fo F
Stabilus SE	15.02.2023 Germany	Elect Papolo Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Eguty Grant - CEO Batification of Management Board Acts Batification of Management Board Acts Batification of Supervisory Board Acts Batification of Supervisory Board Acts Batification of Profits/Dividends Allocation of Profits/Dividends Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Reporchase and Reissue Shares Elect Dirk Limmer Elect Joschim Rauhut Elect Ralf-Michael Fuchs Elect Ralf-Michael Fuchs Elect Ralf-Michael Fuchs Elect Suphan Ressel Increase in Authority and Profits Dividends Elect Suphan Ressel	For
		Elect Papolo Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Eguty Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Dirk Linumeer Elect Joschim Rauhut Elect Ratification Supervisory Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Remuneration Policy Remuneration Policy Remuneration Policy Remuneration Report	Foo
	15.02.2023 Germany 17.05.2023 United States	Elect Panol Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Eguty Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Profits/Dividends Allocation of Profits/Dividends Allocation of Profits/Dividends Appointment of Auditor Appointment of Auditor Appointment of Auditor Elect Total University Appointment of Auditor Elect Total University Appointment of Elect Total Meetings Elect Dirk University Elect Total	For Foreign Fo
		Elect Palol Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Equity Grant - CEO Equity Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Linzmeier Elect Jachim Rathut Elect Ratification of Management Board Acts Remuneration Report Advisory Votes or Security Compensation	For Foreign Fo
		Elect Palou Visca to the Supervisory Board Elect Yan Delabrière to the Supervisory Board Equity Grant - CEO Equity Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Linzmeier Elect Jackim Ratuhut Elect Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Votes Described Policy Elect Donna DeMaio Elect Campan L. Summe	Foo
		Elect Panol Distantive to the Supervisory Board Eguty Grant - CEO Eguty Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Appointment of Auditor Appointment of Ruditor Elect Ratification Strangular Elect Ratification Strangular Elect Ratification of Management Board Acts Remuneration Policy Remuneration Policy Remuneration Policy Remuneration Report Advisory Vote on Executive Compensation Amendment to the 2017 Stock Incentive Plan Elect Dana DeMaila C Fawcett Elect Dana DeMaila C Fawcett Elect Ones DeMaila C Fawcett Elect Tolen Sh Rhea	
		Elect Panol Distaints on the Supervisory Board Elect Yann Delabrishe to the Supervisory Board Eguty Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Dist Liurnmeier Elect Lackin Rauhut Elect Lackin Rauhut Elect Selphan Ressel Elect Stephan Ressel Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Remuneration Policy Remuneration Policy Remuneration Report Advisory Vote on Executive Compensation Elect Annealian C. Fawcett Elect Donna Delvian Elect Annealian C. Fawcett Elect Composition Shibas Elect Lindin Shibas	FO F
		Elect Pan Debiarrie to the Supervisory Board Eguty Grant - CEO Eguty Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Dirk Limmeire Elect Birk Limmeire Elect Birk Limmeire Elect Birk Michael Fuchs Elect Backin Rashut Elect Backin Rashut Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Remuneration Policy Remuneration Policy Remuneration Policy Remuneration Policy Remuneration Policy Remuneration Repurition Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Elect Angelia C. Fawcett Elect Danis DeMaila Elect Angelia C. Fawcett Elect Onna DeMaila Elect Company L. Summe Elect Cannel Rasha Elect Limin B. Rhea Elect Lindo A. Portalatin Elect Changlo A. Chandoha Elect Ratific A. Or Management Elect Ronald D. Visharley	Foo
		Elect Palou Visca to the Supervisory Board Elect Yan Delabriarie to the Supervisory Board Equity Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Linzmeier Elect Jachim Ratuhut Elect Ratifi-Michael Fuchs Elect Suphan Ratuhut Elect Ratifi-Michael Fuchs Elect Suphan Ranuhut Elect Suphan Ranuhut Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Voteo Executive Compensation Amendment to the 201 'Stock Incentive Plan Elect Amelia C-Fawcett Elect Donna DeMaio Elect Amelia C-Fawcett Elect Lonna B. Abralatin Elect Marie A. Chandoha Elect Harie A. Sein-A. Agnan Elect Roland P. O'Hanley Elect Seis Sain-A. Mathew	For Form For
		Elect Palou Visica to the Supervisory Board Elect Yan Delabriarie to the Supervisory Board Equity Grant - CEO Equity Grant - CEO Batification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Renumeration Report Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Liursmeier Elect Jachim Rauhut Elect Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Votes or Executive Compensation Amendment to the 2017 Stock Incentive Plan Elect Amelia C. Fawcett Elect Opins B. Reta Elect Amelia C. Fawcett Elect Opins B. Rota Elect Amelia C. Fawcett Elect Dins B. Rota Elect Amelia C. Fordait Elect Manie A. Chandoha Elect Roald P. O'Hanley Elect San O'Sullivan Elect San O'Sullivan Elect San O'Sullivan Elect Set William C. Freda	Foil Foil Foil Foil Foil Foil Foil Foil
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		Elect Pan Debiarrie to the Supervisory Board Eguty Grant - CEO Eguty Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Limmeire Elect Jackim Rauhut Elect alackim Rauhut Elect alackim Rauhut Elect alackim Rauhut Elect Stephan Rauhut Elect Stephan Rauhut Reissel Board Reissue Increase in Authorised Capital Ratification of Management Board Acts Remuneration Folicy Remuneration Folicy Remuneration Folicy Remuneration Folicy Remuneration Repurbit Elect Amendment to the 2017 Stock Incentive Plan Elect Amendae Capward Elect Dema DeMailo Elect Company L Summe Elect Almelia C. Fawcett Elect London B. Minea Elect Ranial C. Foldon Hana Elect Ranial C. Ha	Foil Foil Foil Foil Foil Foil Foil Foil
Stabilus SE State Street Corp. Stellantis N.V		Elect Palou Visca to the Supervisory Board Elect Yan Debiarrie to the Supervisory Board Equity Grant - CEO Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Ratification of Profits/Dividends Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings) Appointment of Auditor Authority to Repurchase and Reissue Shares Elect Disk Linumeire Elect Jackim Rauhut Elect Ratifi-Michael Fuchs Elect Jackim Rauhut Elect Ratifi-Michael Fuchs Elect Stephan Management Board Acts Ratification of Management Board Acts Ratification of Management Board Acts Ratification of Supervisory Board Acts Remuneration Report Advisory Votes Described Fuchs Elect Amelia C-Face Elect Chanol B- Orbania Elect Amelia C-Face Elect Linon B- Orbania Elect Amelia C-Face Elect Linon B- Ratification Elect Amelia C-Freda Elect Stephan Mathew Elect Sann O'Sullivan Elect Romal P- O'Danley Elect Sars Mathew Elect Sann O'Sullivan Elect William L. Meaney Frequency of Advisory vote on Esecutive Compensation	Food Food Food Food Food Food Food Food

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

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

		Elect Thomas J. Lynch	For
		Elect William A. Jeffrey	For
		Executive Compensation Frequency of Advisory Vote on Executive Compensation	Against 1 Year
TeamViewer SE	24.05.2023 Germany	Ratification of Board and Management Acts Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
	,	Amendments to Articles (Virtual AGM)	For
		Appointment of Auditor Authority to Repurchase and Reissue Shares	For For
		Authority to Repurchase Shares Using Equity Derivatives Elect Abraham Peled	For
		Elect Axel Salzmann Elect Christina M. Stercken	Against
		Elect Jörg Rockenhäuser	For For
		Elect Ralf W. Dieter Elect Stefan Dziarski	For For
		Elect Swantje Conrad	For
		Management Board Remuneration Policy Ratification of Management Board Acts	For Abstain
		Ratification of Supervisory Board Acts Remuneration Report	Abstain For
		Supervisory Board Size	For
Teleflex Incorporated	05.05.2023 United States	Advisory Vote on Executive Compensation Approval of the 2023 Stock Incentive Plan	Against For
		Elect Gretchen R. Haggerty Elect Jaewon Ryu	For For
		Elect Liam J. Kelly	For
		Elimination of Supermajority Requirements Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings	Against For
Telefonica Deutschland Holding AG	17.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For
		Amendments to Articles (Virtual AGM)	Against Abstain
		Appointment of Auditor for FY 2023 Appointment of Auditor for Interim Statements until 2024 AGM	For
		Management Board Remuneration Policy	Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
Teleperformance	13.04.2023 France	Remuneration Report 2022 Remuneration of Daniel Julien, Chair and CEO	Against Against
		2022 Remuneration of Olivier Rigaudy, Deputy CEO 2022 Remuneration Report	Against For
		2023 Remuneration Policy (Board of Directors)	For
		2023 Remuneration Policy (Chair and CEO) 2023 Remuneration Policy (Deputy CEO)	Against Against
		Accounts and Reports Allocation of Profits/Dividends	For For
		Appointment of Auditor (Deloitte)	Against
		Appointment of Auditor (PricewaterhouseCoopers) Authorisation of Legal Formalities	For For
		Authority to Cancel Shares and Reduce Capital Authority to Increase Capital in Consideration for Contributions In Kind	For For
		Authority to Increase Capital Through Capitalisations	For
		Authority to Repurchase and Reissue Shares Consolidated Accounts and Reports	For For
		Elect Angela Maria Sierra-Moreno Elect Bhupender Singh	For
		Elect Christobel E. Selecky	For
		Elect Jean Guez Elect Varun Bery	For For
Telus Corp.	04.05.2023 Canada	Special Auditors Report on Regulated Agreements Advisory Vote on Executive Compensation	For
		Amendment to Performance Share Unit Plan Amendment to Restricted Share Unit Plan	For For
		Appointment of Auditor and Authority to Set Fees	Withhold
		Elect Christine Magee Elect Darren Entwistle	For
		Elect David Mowat Elect Denise Pickett	For For
		Elect Hazel Claxton	For
		Elect John P. Manley Elect Kathy Kinloch	Withhold For
		Elect Lisa de Wilde Elect Marc Parent	For For
		Elect Mary Jo Haddad	For
		Elect Raymond T. Chan Elect Thomas E. Flynn	For For
		Elect Victor G. Dodig Elect W. Sean Willy	For For
Terumo Corporation	27.06.2023 Japan	Allocation of Profits/Dividends	For
		Amendments to Articles Elect Hidenori Nishi	For For
		Elect Kazunori Hirose Elect Keiya Ozawa	For
		Elect Koichi Sakaguchi as Alternate Audit Committee Director	For
		Elect Masaichi Nakamura Elect Norimasa Kunimoto	For For
		Elect Shinjiro Sato Elect Shoji Hatano	For
		Elect Soichiro Uno	For
		Elect Takanori Shibazaki Elect Toshiaki Takagi	Against For
Thermo Fisher Scientific Inc.	24.05.2023 United States	Elect Yukiko Kuroda @ Yukiko Matsumoto Advisory Vote on Executive Compensation	For Against
		Amendment to the 2013 Stock Incentive Plan	For
		Approval of the 2023 Employee Stock Purchase Plan Elect C. Martin Harris	Against
		Elect Debora L. Spar Elect Dion J. Weisler	For For
		Elect James C. Mullen Elect Lars R. Sørensen	For
		Elect Marc N. Casper	Against For
		Elect Nelson J. Chai Elect R. Alexandra Keith	Against Against
		Elect Ruby R. Chandy Elect Scott M. Sperling	For For
		Elect Tyler Jacks	For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
thyssenkrupp AG	03.02.2023 Germany	Allocation of Profits/Dividends Amendments to Articles (Virtual Meetings)	For Abstain
		Appointment of Auditor	For
		Elect Angelika Gifford Elect Bernhard P. Günther	For For
		Elect Birgit A. Behrendt Elect Ingo Luge	For For
		Elect Patrick Berard	For
		Elect Siegfried Russwurm Elect Wolfgang Colberg	For For
			For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	
Tokyo Flectron I tri	20.06.2022 !	Ratification of Supervisory Board Acts Remuneration Report	For For
Tokyo Electron Ltd	20.06.2023 Japan	Ratification of Supervisory Board Acts Remuneration Report Bonus Elect Kazushi Tahara	For For For
Tokyo Electron Ltd	20.06.2023 Japan	Batification of Supervisory Board Acts Remuneration Report Bonus Elect Xazushi Tahara Elect Makiko Eda	For For For For
Tokyo Electron Ltd	20.06.2023 Japan	Ballification of Supervisory Board Acts Remuneration Report Bonus Elect Kazushi Tahara Elect Markiko Eda Elect Michico Sasaki Elect Sachiko Ichikawa	For For For For For For
Tokyo Electron Ltd	20.06.2023 Japan	Ratification of Supervisory Board Acts Remuneration Report Bonus Elect Kazubi Tahara Elect Makibo Eda Elect Michico Sasaki Elect Sachibo Chikawa Elect Sachibo Chikawa Elect Sachibo Kikawa	For
Tokyo Electron Ltd	20.06.2023 Japan	Ratification of Supervisory Board Acts Remuneration Report Bonus Elect Kazushi Tahara Elect Makiko Eda Elect Michico Sasaki Elect Sachiko Ichikawa Elect Sachiko Ichikawa Elect Sadiko Sasaki Elect Sadiko Sasaki Elect Toshiki Kawai Elect Toshiki Kawai	For For For For For For For
Tokyo Electron Ltd	20.06.2023 Japan	Batification of Supervisory Board Acts Remumeration Report Bonus Bent Marabi Tahara Elect Makiko Eda Elect Michio Sasaki Elect Sachiko Ichilkawa Elect Sados Sasaki Elect Sados Sasaki Elect Toshiki Kawal Elect Toshiki Kawal	For
Tokyo Electron Ltd	20.06.2023 Japan 20.06.2023 Japan	Batification of Supervisory Board Acts Remumeration Report Bonus Benus Resident Report Elect Markino Eda Elect Markino Sasaki Elect Sachiko Ichilkawa Elect Sachiko Ichilkawa Elect Sachiko Ichilkawa Elect Sachiko Ichilkawa Elect Yoshiki Kawal Elect Yoshiki Kawal Elect Yoshiki Kawal	For
		Ratification of Supervisory Board Acts Remuneration Report Sonus Elect Manushi Tahara Elect Malkin Eda Elect Marikh Tahara Elect Michic Sasaki Elect Sachiki chikiawa Elect Sachiki chikiawa Elect Sachiki chikiawa Elect Toshiki zu Nunokawa Elect Toshiki Kawai Elect Toshiki Kawai Elect Oshiki Kawai Elect Oshiki Kawai Elect Wataka Namasawa Equity Compensation Plan for Executive Officers Equity Compensation Plan for Inside directors Accounts and Reports Accounts and Report Auditor	For
		Ratification of Supervisory Board Acts Remuneration Report Sonus Elect Manush Tahara Elect Makilo Eda Elect Sachilo Jehilawa Elect Todhikaru Nurokawa Elect Wataka Ratiana Pan for Indied directors Accounts and Reports Accounts and Reports Active Manushawa Equity Compensation Plan for Inside directors Accounts and Reports Accounts and Reports Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights	For
		Batification of Supervisory Board Acts Remuneration Report Bonus Benus Resident Report Elect Markino Eda Elect Markino Sasaki Elect Sachiko Ichilkawa Elect Sachiko Ichilkawa Elect Sados Sasaki Elect Sados Sasaki Elect Toshiki Kawal Elect Yoshiki Nunobawa Elect Vidaka Nanasawa Elect Vidaka Resident Residen	For

		Management Board Remuneration Policy Ratification of Management Board Acts	Against For
TotalEnergies SE	26.05.2023 France	Ratification of Supervisory Board Acts Remuneration Report 2022 Remuneration of Patrick Pouyanné, Chair and CEO	For Against For
		2022 Remuneration Report 2023 Remuneration Policy (Board of Directors)	For For
		2023 Remuneration Policy (Chair and CEO) Accounts and Reports	For For
		Allocation of Profits/Dividends Amendments to Articles Regarding the Suppression of Double Voting Rights Authority to Issue Performance Shares	For For
		Authority to Repurchase and Reissue Shares Consolidated Accounts and Reports	For For
		Elect Anelise Lara Elect Dierk Paskert	For For
		Elect Marie-Christine Coisne-Roquette Elect Mark Cutifani	For For
		Employee Stock Purchase Plan Opinion on 2023 Sustainability and Climate Progress Report	For For
		Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement Special Auditors Report on Regulated Agreements	For For
Trane Technologies plc	01.06.2023 Ireland	Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Premptive Rights	For Against For
		Authority to Issue Shares w/o Preemptive Rights Elect Ann C. Berzin	For For
		Elect April Miller Boise Elect David S. Regnery	For For
		Elect Gary D. Forsee Elect John A. Hayes	Against For
		Elect John P. Surma Elect Kirk E. Arnold	Against For
		Elect Linda P. Hudson Elect Mark R. George Elect Marks N. Schneffer	For For
		Lies, Virenass II. Januarier Elect Myles F, Lee Frequency of Advisory Vote on Executive Compensation	For 1 Year
Traton SE	01.06.2023 Germany	Set the Price Range at which the Company can Re-Allot Treasury Shares Allocation of Dividends	For For
		Amendments to Articles (Virtual AGM, Virtual AGM Participation of Supervisory Board Members, Composition of the Management Boards of Subsidiaries) Appointment of Auditor	Against Abstain
		Appointment of Auditor for Interim Statements forFiscal Year 2024 Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Abstain Against
		Authority to Repurchase and Reissuse Shares Authority to Repurchase Shares Using Equity Derivatives Elect Odgaff Andersson as Supervisory Board Member	For For
		Elect Ougard Annotesson as Supervisory Bolard Member Increase in Authorised Capital Ratification of Management Board Acts	Against For
		Ratification of Supervisory Board Acts Remuneration Report	Against Against
Travelers Companies Inc.	24.05.2023 United States	Advisory Vote on Executive Compensation Approval of the 2023 Stock Incentive Plan	Against For
		Elect Alan D. Schnitzer Elect Alan L. Beller	For For
		Elect Bridget A. van Kralingen Elect Clarence Oits, Jr.	For For
		Elect Elizabeth E. Robinson Elect Jamet M. Dolan Elect Jamet M. Dolan	For For
		Elect Patricia L. Higgins Elect Philip T. Ruegger III	For For
		Elect Rafael Santana Elect Russell G. Golden	For For
		Elect Thomas B. Leonardi Elect Todd C. Schermerhorn	For For
		Elect William J. Kane Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	Against 1 Year
		National Continuor of National Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement Shareholder Proposal Regarding Fossil Fuel Underwriting Policy On the Proposal Regarding Fossil Fuel Underwriting Policy On the Proposal Regarding Fossil Fuel Underwriting Policy	Against For Against
		Shareholder Proposal Regarding Insuring Law Enrocement Shareholder Proposal Regarding Racial Equity Audit	Against For
Unilever plc	03.05.2023 United Kingdom	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting Accounts and Reports	Abstain For
		Appointment of Auditor Authorisation of Political Donations	For For
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For For
		Authority to Set Auditor's Fees Authority to Set Auditor's Fees	For For
		Authority to Set General Meeting Notice Period at 14 Days Elect Adrian Hennah	For For
		Elect Alan Jope Elect Andrea Jung	For For
		Elect Feike Sijbesma Elect Graeme D. Pitkethly	For For
		Elect Hein Schumacher Elect Judith Hartmann Elect Nelson Peltz	For For
		Elect Nils Andersen Elect Ruby Lu	For For
		Elect Strive T. Masiyiwa Elect Susan Kilsby	For For
		Elect Youngme E. Moon Remuneration Report	For Against
United Internet AG	17.05.2023 Germany	Allocation of Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	For Against Abstain
		Amenoments to Articles (virtual ALM) Appointment of Auditor Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For Against
		Authority to Repurchase and Reissue Shares Elect Franca Ruhwedel as Supervisory Board Member	For For
		Increase in Authorised Capital Management Board Remuneration Policy	Against Against
			Against
		Ratification of Supervisory Board Acts Ratify Martin Mildner	Abstain
United Rentals. Inc.	04.05 2023 Upited States	Ratify Martin Mildner Remuneration Report	Abstain Against
United Rentals, Inc.	04.05.2023 United States	Ratify Martin Mildner Ratify Rati Omnomermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Grifflin	Abstain Against For Against
United Rentals, Inc.	04.05.2023 United States	Ratify Martin Mildner Ratify Ratin Commermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Gracia C. Martore	Abstain Against For
United Rentals, Inc.	04.05.2023 United States	Ratify Martin Mildner Ratify Rati Ommermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Gracia C. Martore Elect Lope B. Alvarez Elect Kim Harris Jones Elect Lore B. De Shon	Abstain Against For Against For For Against For Against For Against For Against
United Rentals, Inc.	04.05.2023 United States	Ratify Martin Mildner Ratify Ratif Dommermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Gracia C. Martore Elect Losé B. Alvarez Elect Min Harris Jones Elect Larry D. De Shon Elect Larry D. De Shon Elect Marto R. Bruno	Abstain Against For Against For For Against For Against For Against For Against For Against For
United Rentals, Inc.	04.05.2023 United States	Ratify Martin Mildner Ratify Rati Domermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Gracia C. Martore Elect Losé B. Advarez Elect Min Harris Jones Elect Lary D. De Shon Elect Lary D. De Shon Elect Marton L. Flanery Elect Michael J. Kneeland Elect Michael J. Kneeland Elect Michael J. Kneeland	Abstain Against For Against For Against For Against For Against For Against
United Rentals, Inc.	04.05.2023 United States	Ratify Martin Mildner Ratify Rati Domermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Gracia C. Martore Elect Losé B. Alvarez Elect Min Harris Jones Elect Larry D. De Shon Elect Larry D. De Shon Elect Marten W. Flannery Elect Michael J. Kneeland Elect Marten W. Flannery Elect Michael J. Kneeland Elect Shiv Singh Elect Shiv Singh Elect Shiv Singh Elect Terri L. Relly	Abstain Against For Against For Against For Against For Against For Against
	04.05.2023 United States	Ratify Martin Mildner Ratify Rati Domermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Francisco J. Lopez-Balboa Elect Gracia C. Martore Elect Losé B. Advarez Elect Kim Harris Jones Elect Larry D. De Shon Elect Larry D. De Shon Elect Marten W. Finnery Elect Michael J. Kneeland Elect Marten W. Finnery Elect Michael J. Kneeland Elect Shiv Singh Elect Shiv Singh Elect Tarri L. Relly Elect Tarri L. Relly Reduce Ownership Threshold to Initiate Written Consent	Abstain Against For Against For Against For Against For Against For Against Against For Against Against
United Rentals, Inc. United Utilities Group PLC	04.05.2023 United States 21.07.2023 United Kingdom	Ratify Martin Mildner Remuneration Report Advisory Vote on Executive Compensation Flect Bobby J. Griffin Flect Francisco J. Lopez-Balboa Flect Francisco J. Lopez-Balboa Flect Francisco J. Lopez-Balboa Flect Oracia C. Martore Flect Jord B. Alvarez Flect Linn Harris Jones Flect Linn Harris Jones Flect Marin S. Alvarez Flect Kim Harris Jones Flect Marin J. Lopez-Balboa Flect Marin J. Alvarez	Abstain Against For Against For For Against For Against For Against For Against For Against For Against Against Tyear Against For Against For For For For For For
		Ratify Martin Mildner Ratify Ratif Dommermuth Remuneration Report Advisory Vote on Executive Compensation Elect Robby J. Griffin Elect Francisco, Lopex-Balboa Elect Francisco, Lopex-Balboa Elect Francisco, Lopex-Balboa Elect Gracia C. Martore Elect Marris Innes Elect List Salvarier Elect List Salvarier Elect List Salvarier Elect List Salvarier Elect Marris Innes Elect Mar	Abstain Against For Against For For Against For Against For Against For For For For For For For For For
		Ratify Martin Mildner Ratify Raif Dommermuth Remuneration Report Advisory Vote on Executive Compensation Elect Bobby I. Griffin Elect Francisco I., Lopes-Balboa Elect Francisco I., Lopes-Balboa Elect Gracia C. Martore Elect List Des Bobby I. Griffin Elect Marc A. Bruno Elect Marc A. Bruno Elect Marc A. Bruno Elect Marc A. Bruno Elect Michael J. Tiknelland Elect Sink Singh Elect Terri L. Kelby Frequency of Advisory Vote on Executive Compensation Reduce Ownership Threshold to Initiate Written Consent Sareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent Authority to Issue Shares w/ Preemptive Rights	Abstain Against For Against For For For Against For Against For
		Ratify Martin Mildner Remuneration Report Advisory Vote on Executive Compensation Elect Bobby I. Griffin Elect Francisco I. Lopes-Balboa Elect Francisco I. Lopes-Balboa Elect Gracia C. Martore Elect Losé B. Advarez Elect Losé B. Advarez Elect Losé B. Advarez Elect Marris Iones Elect Iones Elect Ma	Abstain Against For
		Ratify Martin Mildner Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopez-Balboa Elect Gracia C. Martore Elect Lope B. Alvarez Elect Lope B. Alvarez Elect Lope B. Alvarez Elect Martin S. Lopes Bobby J. Elect Lope B. Alvarez Elect Lope B.	Abstain Against For
		Ratify Martin Mildner Remuneration Report Advisory Vote on Executive Compensation Elect Bobby J. Griffin Elect Francisco J. Lopes-Balboa Elect Francisco J. Lopes-Balboa Elect Francisco J. Lopes-Balboa Elect Gracia C. Martore Elect Losé B. Advarez Elect Kim Harris Jones Elect Larry D. De Shon Elect Larry D. De Shon Elect Larry D. De Shon Elect Martor B. Hannery Elect Michael J. Kneeland Elect Shir Singh Elect Shir Shir Shir Shir Shir Shir Shir Shir	Abstain Against For Against For Against For Against For Against For Against For Against Against Against 1 Year Against For

		Elect Michael Lewis Elect Paulette Rowe	For For
		Elect Phil Aspin Final Dividend	For For
Unitedhealth Group Inc	05.06.2023 United States	Remuneration Report Advisory Vote on Executive Compensation	For For
		Elect Andrew Witty Elect F. William McNabb, III	For For
		Elect John H. Noseworthy Elect Kristen Gil	For For
		Elect Michele J. Hooper Elect Paul R. Garcia	For For
		Elect Stephen J. Hemsley Elect Timothy P. Flynn	Against For
		Elect Valerie C. Montgomery Rice Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Racial Equity Audit	Against For
		Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Severance Approval Policy	Against For
USU Software AG	20.06.2023 Germany	Allocation of Dividends Amendments to Articles (Evidence of Share Ownership)	For For
		Amendments to Articles (General Meeting Participation) Amendments to Articles (Virtual Meeting)	For Against
		Appointment of Auditor Management Board Remuneration Policy	For Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
Uzin Utz SE	16.05.2023 Germany	Remuneration Report Allocation of Dividends	Against For
		Amendments to Articles (Virtual AGM and Supervisory Board Participation) Appointment of Auditor	For For
		Elect Amelie Klußmann Elect Michaela Aurenz Maldonado	For For
		Elect Paul Hermann Bauder Elect Rainer Kögel	For For
		Elect Timm Wiegmann Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	For Against
Veganz Group AG	06.07.2023 Germany	Amendments to Articles (Financial Statements, Profit Appropriation) Amendments to Articles (General Meeting Chair)	Against For
		Amendments to Articles (General Meeting Resolutions) Amendments to Articles (Location of the General Meeting)	Against For
		Amendments to Articles (Supervisory Board Participation) Amendments to Articles (Supervisory Board Resolutions)	Against For
		Amendments to Articles (Term of Office) Amendments to Articles (Virtual AGM)	For For
		Amendments to Articles (Virtual and Hybrid Shareholder Meetings) Appointment of Auditor	For For
		Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital Elect Jens Pippig	Against For
		Elect Michael Durach Elect Roland Sieker	For For
		Elect Ronny Gottschlich Increase in Authorised Capital	For Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
		Supervisory Board Remuneration Policy Supervisory Board Size	For For
Ventas Inc	16.05.2023 United States	Advisory Vote on Executive Compensation Elect Debra A. Cafaro	For For
		Elect James D. Shelton Elect Marguerite M. Nader	For For
		Elect Matthew J. Lustig Elect Maurice Smith	For For
		Elect Melody C. Barnes Elect Michael J. Embler	For For
		Elect Roxanne M. Martino Elect Sean Nolan	For For
		Elect Sumit Roy Elect Walter C. Rakowich	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For
Verbund AG	25.04.2023 Austria	Allocation of Dividends Appointment of Auditor	For For
		Elect Christa Schlager Elect Jürgen Roth	For For
		Elect Peter Weinelt Elect Stefan Szyszkowitz	For For
		Management Board Remuneration Policy Ratification of Management Board Acts	For For
		Ratification of Supervisory Board Acts Remuneration Report	For For
Verisk Analytics Inc	17.05.2023 United States	Supervisory Board Remuneration Policy Advisory Vote on Executive Compensation	For Against
		Elect Jeffrey Dailey Elect Kimberly S. Stevenson	Against For
		Elect Lee M. Shavel Elect Olumide Soroye	For For
		Elect Vincent K. Brooks Elect Wendy E. Lane	For For
		Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year Against
Vinci	13.04.2023 France	2022 Remuneration of Xavier Huillard, Chair and CEO 2022 Remuneration Report	Against
		2023 Remuneration Policy (Board of Directors) 2023 Remuneration Policy (Executives)	For
		Zozs meliumiration routy (Executives) Accounts and Exports; Non Tax-Deductible Expenses Allocation of Profits/Dividends	For
		Authoristion of Legal Formalities Authoristy to Cancel Shares and Reduce Capital	For
		Authority to Cancel Shares and Reduce Capital Authority to Increase Capital in Consideration for Contributions In Kind Authority to Increase Capital Through Capitalisations	For For
		Authority to increase capital influence Shares Authority to issue Shares and Convertible Debt Through Private Placement	For For
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights Authority to Issue Shares and Convertible Debt w/o Preemptive Rights Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
		Authority to Repurchase and Reissue Shares	For
		Consolidated Accounts and Reports Elect Agnès Daney de Marcillac Elect Annett Messemer	Against
		Elect Carlos F. Aguilar	For
		Elect Caroline Grégoire Sainte Marie Elect Dominique Muller	For For
		Elect Ronald Kouwenhoven Employee Stock Purchase Plan Grosophon	Against For
Wire Inc.	24.04.2022 11-15-4.05	Greenshoe Stock Purchase Plan for Overseas Employees Advisoral Video on Executing Compagnation	For For
Visa Inc	24.01.2023 United States	Advisory Vote on Executive Compensation Elect. Affred F. Kelly, Jr. Flort Donier Museriera	For For
		Elect Denise M. Morrison Elect Francisco Javier Fernández-Carbajal Elect Handisco Javier Bernández-Carbajal	For For
		Elect John F. Lundgren Elect Kermit R. Crawford	For
		Elect Linda Rendle Elect Linda Rendle Elect Linda Rendle	For Against
		Elect Maynard G. Webb Elect Ramon L. Laguarta	For
		Elect Teri L List Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Independent Chair	For Against
Vitesco Technologies Group AG	17.05.2023 Germany	Amendments to Articles (Virtual General Meetings) Appointment of Auditor	For For
		Approval of Control Agreement with Vitesco Technologies 2. Verwaltungs GmbH Ratify Andreas Wolf	For For
		Approval of Control Agreement with Vitesco Technologies 2. Verwaltungs GmbH	

		Ratify Hans-Jörg Bullinger Ratify Ingo Holstein	For
		Ratify Joachim Hirsch Ratify Kirsten Vörkel	For For
		Ratify Klaus Hau Ratify Klaus Rosenfeld	For For
		Ratify Lothar Galli Ratify Manfred Eibeck	For For
		Ratify Michael Köppl Ratify Ralf Schamel	For For
		Ratify Sabina Jeschke Ratify Siegfried Wolf	For For
		Ratify Susanne Heckelsberger Ratify Thomas Stierle	For For
		Ratify Werner Volz Ratify Yvonne Hartmetz	For For
odafone Group plc	25.07.2023 United Kingdom	Remuneration Report	For For
		Appointment of Auditor Authorisation of Political Donations	For For
		Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For For
		Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	For For
		Authority to Set Auditor's Fees Authority to Set General Meeting Notice Period at 14 Days	For For
		Elect Jean-François M. L. van Boxmeer Elect Amparo Moraleda	For For
		Elect David T. Nish Elect Deborah L. Kerr	For For
		Elect Delphine Ernotte Cunci Elect Kandimathie (Christine) Ramon	For For
		Elect Margherita Della Valle Elect Michel Demaré	For For
		Elect Simon Segars Elect Stephen A. Carter	For For
		Final Dividend Global Incentive Plan	For For
		Remuneration Policy Remuneration Report	For Against
olkswagen AG	10.05.2023 Germany	Allocation of Profits/Dividends Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For Against
		Amendments to Articles (Virtual Meeting) Amendments to Previously Approved Profit-and-Loss Transfer Agreements	Against For
		Appointment of Auditor Approval of Hive-Down and Transfer Agreement	Abstain For
		Elect Günther Horvath Elect Marianne Heiß	Against Against
		Elect Wolfgang Porsche Increase in Authorised Capital	Against Against
		Management Board Remuneration Policy Ratify Arno Antlitz	Against Against
		Ratify Arno Homburg Ratify Bernd Althusmann	Against Against
		Ratify Bertina Murkovic Ratify Conny Schönhardt	Against Against
		Ratify Daniela Nowak Ratify Daniella Cavallo	Against Against
		Ratify Ferdinand Oliver Porsche Ratify Gunnar Kilian	Against Against
		Ratify Hans Dieter Pötsch Ratify Hans Michel Piëch	Against Against
		Ratify Hans-Peter Fischer Ratify Harald Buck	Against Against
		Ratify Hauke Stars Ratify Herbert Diess	Against Against
		Ratify Hessa Sultan Al-Jaber Ratify Hildegard Wortmann	Against Against
		Ratify Hiltrud Dorothea Werner Ratify Hussain Ali Al-Abdulla	Against Against
		Ratify Jens Rothe Ratify Jörg Hofmann	Against Against
		Ratify Julia Willie Hamburg Ratify Manfred Döss	Against Against
		Ratify Mansoor Ebrahim Al-Mahmoud Ratify Marianne Heiß	Against Against
		Ratify Markus Duesmann Ratify Matias Carnero Sojo	Against Against
		Ratify Murat Aksel Ratify Oliver Blume	Against Against
		Ratify Peter Mosch Ratify Ralf Brandstätter	Against Against
		Ratify Simone Mahler Ratify Stephan Weil	Against Against
		Ratify Thomas Schäfer Ratify Thomas Schmall-Von Westerholt	Against Against
		Ratify Ulrike Jakob Ratify Werner Weresch	Against Against
		Ratify Wolfgang Porsche Remuneration Report	Against Against
olvo AB	04.04.2023 Sweden	Supervisory Board Remuneration Policy Elect Carl-Henric Svanberg (Chair or the Board) as a Nomination Committee Member	For
		Accounts and Reports Adoption of Share-Based Incentives	For For
		Agenda Allocation of Profits/Dividends	For For
		Appointment of Virtual Quiltor Authority to Set Auditor's Fees	For
		Rounding to Decreasing 5 rees Board Size Compliance with the Rules of Convocation	For
		Directors' Fees Elect Anders Algotsson as a Nomination Committee Member	For
		Elect Andres Occasson as a Nomination Committee Member Elect Bo Annvik	For Against
		Elect Carl-Henric Svanberg Elect Carl-Henric Svanberg as Chair	For
		Elect Eric A. Elzvik Elect Helena Stjernholm	For Against
		Elect Ian Carlson Elect Kathryn V. Marinello	For
		Text Kurt Did. Elect Magnus Billing as a Nomination Committee Member	For
		Elect Martia Frontis Elect Martin Lundstedt	For
		Dect Martin Alahuhta	Against For
		Tex. WALL PARTITIONS as Nomination Committee Member Election of Presiding Chair	For For
		Cecution of Presuning Claim Number of Geophy board members Ratification of Camilla Johansson (Deputy Employee Representative)	For
		Radification of Carl-Henric Svanberg Radification of Extheral Cordes	For
		Radification of Eric Elzvik Radification of Hanne de Mora	For
		Radification of Helena Stjernholm Radification of Jan Carlson	For
		Ratification of Kathryn V. Marinello	For
		Ratification of Kurt Lofs Ratification of Lars Ask (Employee Representative) Ratification of Mari Larsson (Deputy Employee Representative)	For For
			For
		Ratification of Martha Finn Brooks	En-
		Ratification of Martha Finn Brooks Ratification of Marthi Lundstedt (as CEO) Ratification of Martin Lundstedt (bard Member)	For For
		Ratification of Martin Inn Brooks Ratification of Martin Lundstedt (ac ECD) Ratification of Martin Lundstedt (Board Member) Ratification of Martin Mere Ratification of Martin Mere Ratification of Martin Mere Ratification of Martin Mere	For For
		Ratification of Martha Fine Brooks Ratification of Martin Lundstedt (as CEO) Ratification of Martin Lundstedt (Board Member) Ratification of Martin Lundstedt (Board Member) Ratification of Martina Merz	For For

		Amendments to Articles (Virtual Participation of Supervisory Board Members)	Against
		Amendments to Articles (Virtual Shareholder Meetings) Appointment of Auditor Elect Ariane Reinhart	For For
		Elect Anana Reminit Elect Christian Ulbrich Elect Christian Streit	For For For
		Elect Daniela Gerd tom Markotten	For
		Elect Florian Funck Elect Hildegard Müller	For For
		Elect Ute M. Geipel-Faber Elect Vitus Eckert	For For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
		Reduction of Supervisory Board Size Remuneration Report	For For
Vossloh AG	24.05.2023 Germany	Allocation of Dividends Amendments to Articles (Shareholder Meeting Location)	For For
		Amendments to Articles (Virtual Participation of Supervisory Board Members) Amendments to Articles (Virtual Shareholder Meetings)	Against For
		Appointment of Auditor Elect Bettina Volkens	For For
		Elect Roland Bosch Elect Rüdiger Grube	For Against
		Elect Ulrich M. Harnacke Management Board Remuneration Policy	For Against
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For
		Remuneration Report Supervisory Board Remuneration Policy	Against For
Wacker Chemie AG	17.05.2023 Germany	Allocation of Dividends Amendments to Articles (Place and Convocation)	For For
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	Against Against
		Appointment of Auditor Appointment of Auditor for Interim Statements	For For
		Elect Andreas H. Biagosch Elect Anna Weber	Against
		Elect Ann-Sophie Wacker Elect Gregor Biebl	Against Against Against
		Elect Matthias Biebl	Against
		Elect Patrick Cramer Elect Peter -Alexander Wacker Elect Sterne Meier	Against Against
		Elect Susanne Weiss Management Board Remuneration Policy	Against Against
		Ratification of Management Board Acts Ratification of Supervisiony Board Acts	For Against
Wacker Neuson SE	26.05.2023 Germany	Remuneration Report Allocation of Dividends	Against For
		Amendments to Articles (General Meeting Procedure) Amendments to Articles (Supervisory Board Members Participation)	Abstain Against
		Amendments to Articles (Virtual General Meeting) Appointment of Auditor	Against For
		Ratification of Management Board Acts Ratification of Supervisory Board Acts	For Against
Walmart Inc	31.05.2023 United States	Remuneration Report Advisory Vote on Executive Compensation	Against Against
		Elect C. Douglas McMillon Elect Carla A. Harris	For Against
		Elect Cesar Conde Elect Gregory B. Penner	For Against
		Elect Marissa A. Mayer Elect Randall L. Stephenson	For Against
		Elect S. Robson Walton Elect Sarah J. Friar	For For
		Elect Steuart L. Walton Elect Thomas W. Horton	For Against
		Elect Timothy P. Flynn Frequency of Advisory Vote on Executive Compensation	For 1 Year
		Ratification of Auditor Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	Against For
		Shareholder Proposal Regarding Human Rights Due Diligence Process Report Shareholder Proposal Regarding Racial and Gender Layoff Diversity Report	Against Against
		Shareholder Proposal Regarding Racial Equity Audit Shareholder Proposal Regarding Report on Corporate Operations with China	For Against
		Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For For
Washtec Ag	15.05.2023 Germany	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence Allocation of Dividends	For Against
		Amendments to Articles (Virtual AGM Participation of Supervisory Board Members) Amendments to Articles (Virtual AGM)	Against For
		Appointment of Auditor Elect Günter Blaschke	For For
		Elect Ulrich Bellgardt Ratification of Management Board Acts	
			For For
		Ratification of Supervisory Board Acts	For For
Waste Management, Inc.	09.05.2023 United States	Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation	For For Against Against
Waste Management, Inc.	09.05.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Elect Andrés R. Gluski	For For Against For For For
Waste Management, Inc.	09.05.2023 United States	Batification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Elect Andrés R. Gluski Elect Ature E. Chinn Elect James E. Fish, Jr.	For For Against Against For For For For For
Waste Management, Inc.	09.05.2023 United States	Batification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Approved of 2023 Stock Incentive Plan Elect Andrés R. Gluski Bets Bruce E. Chinn Elect James C. Fish, P. Elect John C. Pope Elect John C. Pope Elect Advisor M. Mazzarella	For Against Against For For For For Against For Against Against Against Against Against Against Against
Waste Management, Inc.	09.05.2023 United States	Batification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Approved of 2023 Stock Incentive Plan Elect Andrés R. Gluski Elect Andrés R. Gluski Elect Andrés R. Gluski Elect James C. Foh, P. Elect John C. Pope Elect John C. Pope Elect Andres M. Mazzarella Elect Maryrose T. Sylvester Elect Sante R. Menke	For For Against Against Against For
Waste Management, Inc.	09.05.2023 United States	Batification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Approval of 20/3 Stock Incentive Plan Elect Andrés R. Gluski Elect Bruce E. Chinn Elect James C. Fish, Jr. Elect John C. Pope Elect Martines M. Mazzarella Elect Maryonse T. Sylvester Elect Satine Membre Elect Vetoria M. Holt Elect Satine B. Plummer	For Against Against For
		Batification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Advisory Vote on Executive Compensation Approval of 20/3 Stock Incentive Plan Elect Andrés R. Gluski Elect Bruce E. Chim Elect James C. Fish, Jr. Elect Authleen M. Mazzarella Elect Manyrose T. Sylvester Elect Sean E. Menke Elect Victoria M. Holt Elect Sean E. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Advisory Vote on Executive Compensation Ratification of Adultor	For Against Against For
Waste Management, Inc. West Pharmaceutical Services, Inc.	09.05.2023 United States 25.04.2023 United States	Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Elect Andrés R. Gluski Elect Bruce C. Enlim Elect Lames C. Fish, Jr. Elect Lames C. Jr. Elect Lames C. Fish,	For Against Against For For For For For For For For For Against For For Against
		Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Elect Andrés R. Gluski Elect Bruce C. Enlim Elect Lames C. Fish, Jr. Elect Lames C. Journal Elect Lames C. Fish, Jr. Elect Lames C. Journal Elect Lames C. Fish, Jr. Elect Lames C. Fish	For Against Against For
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		Ratification of Supervisory Board Acts Remuneration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Blect Andrés R. Glucki Blect Bruce C. Enlin Blect Bruce C. Enlin Blect James C. Fish, Jr. Blect James C. J	For Against Against For
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		Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Elect Andrés R. Glucki Elect Bruce C. Enim Elect Bruce C. Enim Elect James C. Fish, Jr. Elect Dames C. Fish, Jr. Elect Andrés R. Glucki Elect Andrés R. Glucki Elect Andrés R. Glucki Elect Andrés R. Glucki Elect Mary roze C. Enim Elect James C. Fish, Jr. Elect Dames C. Fish, Jr. Elect Andrés R. M. Mazzarella Elect Mary R. M. Mazzarella Elect Mary Elect R. M. Method Elect William B. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Elect Debora L. V. Refer Elect Douglas A. Milchels Elect Douglas A. Milchels Elect Eric M. Green Elect Mark A. Buthman Elect Find Debort F. Friel Elect Moly E. Joseph Elect Myla P. Lai-Goldman Elect Moly E. Joseph Elect Moly E. Triel Elect Stephen H. Lockhart Elect Thomas W. Hofmann Elect Molmann Elect Thomas W. Hofmann Elect William F. Feebery Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	For Against Against For
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West Pharmaceutical Services, Inc.	25.04.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Best Andrés R. Gluski Best Bruce E. Chinn Best James C. Fish, Jr. Best John C. Pope Best Ashrence S. Supervisor Best Best Bruce Bruc	For Against Against For
West Pharmaceutical Services, Inc.	25.04.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Elect Andrés R. Gluski Elect Bruce E. Chinn Elect James C. Fish, Jr. Elect James C. Fish, Jr. Elect John C. Pope Elect Mary Core S. Pope Elect Athéen M. Mazzarella Elect John C. More S. Pope Elect Mary Core S. Pope Elect Mary Core S. Pope Elect Wicking M. Holt Elect William B. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Elect Deborah L. V. Kelle Elect Deborah L. V. Kelle Elect Deborah L. V. Kelle Elect Deborah L. V. Sopeh Elect Mary Core S. Michels Elect Elect Mark A. Buthman Elect Molly E. Joseph Elect Mark A. Buthman Elect Molly E. Joseph Elect Mark A. Buthman Elect Molly E. Joseph Elect Booker K. Friel Elect Stephen H. Lockhart Elect Stophen H. Lockhart Elect Thomas W. Hofmann Elect Molland S. Hofmann Elect Hofmann S. Hofmann	For Against Against For
West Pharmaceutical Services, Inc.	25.04.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Best Andrés R. Gluski Best Bruce E. Chinn Best James C. Fish, Jr. Best John C. Pope Best Athleen M. Mazzarella Best Maryors F. Sylvester Best Maryors F. Sylvester Best San E. Menke Best Maryors G. Sylvester Best San E. Menke Best Victoria M. Holt Best William B. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Best Deborah L. V. Keller Best Body S. A. Michels Best Roby S. A. Michels Best Roby S. B. Buthman Best Molly E. Joseph Best May S. Buthman Best Molly E. Joseph Best May B. Buthman Best Molly E. Joseph	For Against For Against For
West Pharmaceutical Services, Inc. Western Union Company	25.04.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Best Andrés R. Gluski Best Bruce E. Chinn Best James C. Fish, Jr. Best Bruce E. Chinn Best James C. Fish, Jr. Best John C. Pope Best Katheen M. Mazzarella Best Maryors S. Sylvester Best Sam E. Menke Best Maryors S. Sylvester Best Sam E. Menke Best William B. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Best Deborah L. V. Keller Best Body S. A. Michels Best Robors S. A. Michels Best Maryors S. A. Michels Best Maryors S. Michels Best Maryors S. Michels Best Maryors S. Michels Best Maryor S. Michels Best Mary R. J. Beddinan Best Molly E. Joseph Best Maryor S. Michels Best Maryor S.	For Against Against For
West Pharmaceutical Services, Inc.	25.04.2023 United States 12.05.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Bett Andrés R. Gluski Bett Bruce E. Chinn Bett James C. Fish, Jr. Bett John C. Pope Bett Athleen M. Mazzarella Bett Andres R. Sylvester Bett Sam E. Menke Bett Maryors F. Sylvester Bett Sam E. Menke Bett Victoria M. Holt Bett Villiam B. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Bett Roboly E. Joseph Bett Maryors A. Michels Bett Roboly E. Joseph Bett Maryors A. Michels Bett Robol F. Friel Bett Stephen H. Lockhart Bett Robol F. Friel Bett Stephen H. Lockhart Bett Robol Survivory Vote on Executive Compensation Ratification of Auditor All Survivors A. Michels Bett Robol F. Friel Bett Stephen H. Lockhart Bett Robol F. Bett Mark A. Bett Morinan Bett Robol F. Friel Bett Stephen H. Lockhart Bett Robol F. Friel Bett Stephen H. Lockhart Bett Robol F. Friel Bett Stephen H. Lockhart Bett Robol F. Bett Markon F. Bett Bett Stephen F. Better Bett Stephen F. Better Better B	For Against Against For
West Pharmaceutical Services, Inc.	25.04.2023 United States 12.05.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Best Andrés R. Gluski Best Bruce E. Chinn Best James C. Fish, Jr. Best Bruce E. Chinn Best James C. Fish, Jr. Best John C. Pope Best Kathleen M. Mazzarella Best Maryorse T. Sylvester Best San E. Menke Best Maryorse T. Sylvester Best San E. Menke Best William B. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Best Deborah L. V. Keller Best Deborah L. V. Keller Best Robin S. A. Michels Best Maryors A. Michels Best Maryors B. A. Michels Best Maryors B. A. Michels Best Robin F. Friel Best Stephen H. Lockhart Best Mark P. Lockhart Best Mark R. Mofform Best Mark A. Mofform Best Mark D. Mofform Descutive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Best Robert J. Friel Best Stephen H. Lockhart Best And Description of Officers Best Andres Description Begranding Shareholder Approval of Advance Notice Provisions Advisory Vote on Executive Compensation Ratification of Auditor Thereum of Advisory Vote on Executive Compensation Ratification of Auditor Thereum of Advisory Vote on Executive Compensation Best Schomon D. Truillio Best Timothy P. Murphy Frequency of Advisory Vote on Executive Compensation Best Schomon D. Truillio Best Schomon D. Schoter Best Schomo	For Against Against For
West Pharmaceutical Services, Inc. Western Union Company	25.04.2023 United States 12.05.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Bert Andrés R. Gluski Bert Bruce E. Chinn Bert James C. Fish, Jr. Bert Bruce E. Chinn Bert James C. Fish, Jr. Bert Maryorse T. Sylvester Bert Maryorse T. Sylvester Bert Maryorse T. Sylvester Bert Maryorse T. Sylvester Bert Merk Bert Maryorse T. Sylvester Bert Maryorse T. Sylvester Bert Merk Bert Maryorse T. Sylvester Bert Merk Bert Bert Merk Bert Bert Bert Bert Bert Bert Bert Bert	For
West Pharmaceutical Services, Inc. Western Union Company Western Union Company Westinghouse Air Brake Technologies Corp	25.04.2023 United States 12.05.2023 United States 17.05.2023 United States	Ratification of Supervisory Board Acts Remumeration Report Advisory Vote on Executive Compensation Approval of 2023 Stock Incentive Plan Best Andrés R. Gluski Best Bruce E. Chinn Best James C. Fish, Jr. Best Bruce E. Chinn Best James C. Fish, Jr. Best John C. Pope Best Kathleen M. Mazzarella Best Andrés R. Gluski Best Maryors F. Sylvester Best San E. Menke Best Maryors F. Sylvester Best San E. Menke Best William B. Plummer Frequency of Advisory Vote on Executive Compensation Ratification of Auditor Advisory Vote on Executive Compensation Best Deborah L. V. Keller Best Deborah L. V. Keller Best Robors A. Michels Best Robors A. Michels Best Robors F. Friel Best Stephen H. Lockhart Best Molly E. Joseph Best May R. Molfors Described Robors Research Research Best Robors F. Friel Best Stephen H. Lockhart Best Robors F. Friel Best Stephen B. Lockhart Best Robors J. Holdon Best Robors J. Robors Research Research Ratification of Auditor Ratification of Auditor Ratification of Auditor Ratification of Best Robors Research Research Best Robors J. Holdon Best Robors J. Hol	For Against Against Against For

		Shareholder Proposal Regarding Facilitating Nonbinding Proposals Chambalda Dengard Dengard Chambald Chambalda Chamb	Abstain
WestRock Co	27.01.2023 United States	Shareholder Proposal Regarding Transition Plan Assessments Advisory Vote on Executive Compensation	Against For
Westitotic Co	27.01.2023 Officed States	Aurisory vide on Executive Compensation Elect Alan D. Wilson 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 Elect James E. Nevels	For
		Elect Russell M. Currey	For
		Elect Suzan F. Harrison	For
		Elect Terrell K. Crews	For
		Elect Timothy J. Bernlohr	For
		Frequency of Advisory Vote on Executive Compensation	1 Year
Wolters Kluwers NV	40.05.2022 N. H. J. J.	Ratification of Auditor	Against
Wolters Kluwers NV	10.05.2023 Netherlands	Accounts and Reports 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 Ratification of Management Board Acts	For
		Ratification of Supervisors Board Acts Ratification of Supervisors 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.I. Frederick Patification of Auditor	For
		Ratification of Auditor Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	For
Wustenrot & Wurttembergische AG	23.05.2023 Germany	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 Ratification of Management Board Acts	Against For
		Natirication of Management Board Acts 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 Appointment of Auditor for Interim Statements until 2024 AGM	Abstain For
		Apparation of Auditor for Internal Statements until 2024 Adm Elect Anders Holch Powlsen	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 Ratification of Supervisory Board Acts	Abstain 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) Appointment of Auditor	Against Abstain
		reportunet or numero 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 Ratify Peter Steiner	Against
		Ratity Preter stenier Ratity Thorsten Hehl	Against 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. Connly	For
		Elect William J Burns Frequency of Advisory Vote on Executive Compensation	For 1 Year
		requency of vote on executive compensation Ratification of Auditor	For
ZoomInfo Technologies Inc	17.05.2023 United States	Rect 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) Amendments to Articles (Miscellaneous)	For
		Amendments to Articles (wisceilaneous) Amendments to Articles (Share Register)	For
		Appointments of a dutes (after register) Appointment of Auditor	For
		Appointment of Independent Proxy	For
		Approval of a Capital Band	For
		Approval of a Capital Band Board Compensation	For For
		Approval of a Capital Band Board Compensation Compensation Report	For For
		Approval of a Capital Band Board Compensation	For For
		Approval of a Capital Band Board Compensation Compensation Report Elect Barry Stowe	For For For For
		Approval of a Capital Band Board Compensation Compensation Report Elect Barry Stowe Elect Catherine P. Bessant	For For For
		Approval of a Capital Band Board Compensation Compensation Report Elect Barry Stowe Elect Catherine P. Dessant Elect Catherine P. Dessant Elect Catherine P. Dessant Clerk Compensation Committee Member Elect Christoph Franz & Compensation Committee Member	For
		Approval of a Capital Band Board Compensation Compensation Report Elect Barry Stowe Elect Catherine P. Bessant Elect Catherine P. Bessant as Compensation Committee Member Elect Citherine P. Bessant as Compensation Committee Member Elect Christoph Franz & Compensation Committee Member Elect Christoph Franz & Compensation Committee Member Elect Christoph Franz & Compensation Committee Member Elect Darwal Elect.	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessart Elect Christoph Fram Elect Christoph Fram as Compensation Committee Member Elect Direct Description Fram as Compensation Committee Member Elect Dame Alison J. Carrowath Elect Dame Alison J. Carrowath	For
		Approval of a Capital Band Board Compensation Compensation Report Elect Barry Stove Elect Catherine P. Bessant Elect Catherine P. Bessant Elect Catherine P. Bessant Elect Christoph Franz Scompensation Committee Member Elect Christoph Franz Scompensation Committee Member Elect Christoph Franz Scompensation Committee Member Elect Darwal Sciencia Carroward Elect Darwal Sciencia Carroward Elect Darwal Sciencia Carroward Elect Lasmin Stabilin a	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessart Elect Christoph Frazz es Compensation Committee Member Elect Dhristoph Frazz es Compensation Committee Member Elect Dame Alison J. Carrwath Elect Jasmin Stailbillin as Compensation Committee Member	For
		Approval of a Capital Band Board Compensation Report Compensation Report Elect Darry Stove Elect Catherine P. Bessant Elect Catherine P. Bessant Elect Christoph Franz Scompensation Committee Member Elect Christoph Franz Scompensation Committee Member Elect Christoph Franz Scompensation Committee Member Elect Darwal Stanion J. Carrwardh Elect Darwal Stanio J. Carrwardh Elect Darwal Stanio J. Carrwardh Elect Jasmio Stabilin Elect Jasmio Stabilin a Compensation Committee Member Elect Jasmio Asabilin as Compensation Committee Member Elect Jasmio Asabilin as Compensation Committee Member	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessart Elect Christoph Frazz es Compensation Committee Member Elect Dhristoph Frazz es Compensation Committee Member Elect Dame Alison J. Carrwath Elect Jasmin Stailbillin as Compensation Committee Member	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessart Elect Christoph Franz as Compensation Committee Member Elect Christoph Franz as Compensation Committee Member Elect Draw Alison J. Carrwath Elect Jasmin Stabiblin Elect Jasmin Stabiblin Elect Jasmin Stabiblin as Compensation Committee Member Elect Kidnore Mahbubari Elect Kidnore Malbubari Elect Michael Halberr Elect Michael Halberr	For
		Approval of a Capital Band Board Compensation Report Eset Barry Stove Eset Catherine P, Bessant Eset Catherine P, Bessant Eset Christoph Franz Eset Christoph Eset Christoph Franz Eset Christoph Eset Chris	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessart Elect Christoph Franz as Compensation Committee Member Elect Dhristoph Franz as Compensation Committee Member Elect Dhristoph Franz as Compensation Committee Member Elect Dame Alison J. Carrwath Elect Jasmin Stabiblin Elect Jasmin Stabiblin Elect Jasmin Stabiblin as Compensation Committee Member Elect Michoel Mabbubari Elect Michoel Mabbubari Elect Michoel Mulbus as Compensation Committee Member	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessari Elect Christoph Franz Elect Christoph Franz Elect Christoph Franz Elect Christoph Franz Elect Dame Mischon I Carnwahl Elect Jasmin Stabilin Elect Jasmin Stabilin Elect Jasmin Stabilin ac Compensation Committee Member Elect Jasmin Stabilin ac Compensation Committee Member Elect Jasmin Stabilin ac Compensation Committee Member Elect Mischon Elect Mischon Elect Jasmin Stabilin Elect Kishore Mahbubani as Compensation Committee Member Elect Michel M. Liès as Member and as Board Chair Elect Monica Maschier	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessart Elect Christoph Franz as Compensation Committee Member Elect Dhristoph Franz as Compensation Committee Member Elect Dhristoph Franz as Compensation Committee Member Elect Dame Alison J. Carrwath Elect Jasmin Stabiblin Elect Jasmin Stabiblin as Compensation Committee Member Elect Jasmin Stabiblin as Compensation Committee Member Elect Michael Haibberr Elect Michael Haibberr Elect Michael Haibberr Elect Michael Haibberr Elect Michel M. Like as Compensation Committee Member Elect Michael Haibberr Elect Michel M. Like as Compensation Committee Member Elect Michel M. Like as Compensation Committee Member Elect Michael Haibberr Elect Michael Haibberr Elect Michael Maibar Maschler Elect Peter Maurer Elect Member Maschler	For
		Approval of a Capital Band Board Compensation Report Elect Barry Stove Elect Catherine P. Bessari Elect Christoph Franz Elect Christoph Franz Elect Christoph Franz Elect Christoph Franz Elect Dame Mischon I Carnwahl Elect Jasmin Stabilin Elect Jasmin Stabilin Elect Jasmin Stabilin ac Compensation Committee Member Elect Jasmin Stabilin ac Compensation Committee Member Elect Jasmin Stabilin ac Compensation Committee Member Elect Mischon Elect Mischon Elect Jasmin Stabilin Elect Kishore Mahbubani as Compensation Committee Member Elect Michel M. Liès as Member and as Board Chair Elect Monica Maschier	For

Shareholder Proposal Regarding Facilitating Nonbinding Proposals