

Issuer Name	Country of Origin	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	Policy Recommendation	Vote Decision
ABOUT YOU HOLDING SE	Germany	8/23/2022	2	Ratification of Management Acts	FOR	ABSTAIN	ABSTAIN
			5	Management Board Remuneration Policy	FOR	ABSTAIN	ABSTAIN
			3	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			4	Remuneration Report	FOR	AGAINST	AGAINST
			7.1	Elect Niels Jacobsen	FOR	AGAINST	AGAINST
			7.3	Elect Sebastian Klauke	FOR	AGAINST	AGAINST
			7.4	Elect Christian Leybold	FOR	AGAINST	AGAINST
			7.5	Elect Petra Scharner-Wolff	FOR	AGAINST	AGAINST
			7.6	Elect André Schwämmlein	FOR	AGAINST	AGAINST
			8	Appointment of Auditor	FOR	AGAINST	AGAINST
			6	Supervisory Board Remuneration Policy	FOR	FOR	FOR
			7.2	Elect Christina Johansson	FOR	FOR	FOR
			Adidas AG	Germany	5/12/2022	7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital
2	Allocation of Profits/Dividends	FOR				FOR	FOR
3	Ratification of Management Board Acts	FOR				FOR	FOR
4	Ratification of Supervisory Board Acts	FOR				FOR	FOR
5	Remuneration Report	FOR				FOR	FOR
6	Supervisory Board Remuneration Policy	FOR				FOR	FOR
8	Appointment of Auditor (FY2022)	FOR				FOR	FOR
9	Appointment of Auditor (FY2023)	FOR				FOR	FOR
ADVA Optical Networking SE	Germany	5/18/2022				4	Ratification of Supervisory Board Acts
			2	Allocation of Profits	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			Adyen NV	Netherlands	6/1/2022	2.b.	Remuneration Report
3.	Ratification of Management Board Acts	FOR				AGAINST	AGAINST
4.	Ratification of Supervisory Board Acts	FOR				AGAINST	AGAINST
2.c.	Accounts and Reports	FOR				FOR	FOR
5.	Elect Pieter Willem van der Does to the Management Board	FOR				FOR	FOR
6.	Elect Roelant Prinsto to the Management Board	FOR				FOR	FOR

			7.	Authority to Issue Shares/ Preemptive Rights	FOR	FOR	FOR
			8.	Authority to Suppress Preemptive Rights	FOR	FOR	FOR
			9.	Authority to Repurchase Shares	FOR	FOR	FOR
			10.	Appointment of Auditor	FOR	FOR	FOR
Air Liquide S.A	France	5/4/2022	5	Elect Benoît Potier	FOR	AGAINST	AGAINST
			12	2021 Remuneration of Benoît Potier, Chair and CEO	FOR	AGAINST	AGAINST
			13	2021 Remuneration Report	FOR	AGAINST	AGAINST
			14	2022 Remuneration Policy (Chair and CEO from January 1, 2022 until May 31, 2022)	FOR	AGAINST	AGAINST
			15	2022 Remuneration Policy (CEO from June 1, 2022)	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			6	Elect François Jackow	FOR	FOR	FOR
			7	Elect Annette Winkler	FOR	FOR	FOR
			8	Appointment of Auditor (PricewaterhouseCoopers)	FOR	FOR	FOR
			9	Appointment of Auditor (KPMG)	FOR	FOR	FOR
			10	Non-Renewal of Alternate Auditors (Auditex and Jean-Christophe Georghiou)	FOR	FOR	FOR
			11	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			16	2022 Remuneration Policy (Chair from June 1, 2022)	FOR	FOR	FOR
			17	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			18	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
			19	Authority to Increase Capital Through Capitalisations	FOR	FOR	FOR
			20	Authority to Grant Stock Options	FOR	FOR	FOR
			21	Authority to Issue Restricted Shares	FOR	FOR	FOR
			22	Employee Stock Purchase Plan	FOR	FOR	FOR
			23	Stock Purchase Plan for Overseas Employees	FOR	FOR	FOR
			24	Amendments to Articles Regarding Directors' Shareholding Requirements	FOR	FOR	FOR
			25	Amendments to Articles Regarding Board's Written Consultations	FOR	FOR	FOR
			26	Amendments to Articles Regarding CEO's Age Limit	FOR	FOR	FOR
			27	Amendments to Articles Regarding Alternate Auditors	FOR	FOR	FOR
			28	Amendments to Articles Regarding References to French Regulation	FOR	FOR	FOR
			29	Authorisation of Legal Formalities	FOR	FOR	FOR

Airbus SE	Netherlands	4/12/2022	6	Remuneration Report	FOR	AGAINST	AGAINST
			8	Elect Catherine Guillaouard to the Board of Directors	FOR	AGAINST	AGAINST
			13	Authority to Repurchase Shares	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Non-Executive Directors' Acts	FOR	FOR	FOR
			4	Ratification of Executive Directors' Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7	Elect Guillaume Faury to the Board of Directors	FOR	FOR	FOR
			9	Elect Claudia Nemat to the Board of Directors	FOR	FOR	FOR
			10	Elect Irene Rummelhoff to the Board of Directors	FOR	FOR	FOR
			11	Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)	FOR	FOR	FOR
			12	Authority to Issue Shares w/ or w/o Preemptive Rights (General Authority)	FOR	FOR	FOR
			14	Cancellation of Shares	FOR	FOR	FOR
Allianz SE	Germany	5/4/2022	3	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			8	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			10	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			7.A	Elect Sophie Boissard	FOR	FOR	FOR
			7.B	Elect Christine Bosse	FOR	FOR	FOR
			7.C	Elect Rashmy Chatterjee	FOR	FOR	FOR
			7.D	Elect Michael Diekmann	FOR	FOR	FOR
			7.E	Elect Friedrich Eichner	FOR	FOR	FOR
			7.F	Elect Herbert Hainer	FOR	FOR	FOR
			9	Increase in Authorised Capital for Employee Share Issuances	FOR	FOR	FOR
11	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR			
12	Authority to Repurchase Shares Using Equity Derivatives	FOR	FOR	FOR			
13	Amendments to Profit- and-Loss Transfer Agreements	FOR	FOR	FOR			
14	Amendments to Profit- and-Loss and Control Agreement	FOR	FOR	FOR			

ArcelorMittal SA	Luxembourg	5/4/2022	III.	Approve Distribution of Dividends	FOR	AGAINST	AGAINST
			V.	Remuneration Report	FOR	AGAINST	AGAINST
			VII.	Ratification of Board Acts	FOR	AGAINST	AGAINST
			XII.	Long-Term Incentive Plan	FOR	AGAINST	AGAINST
			I.	Consolidated Accounts and Reports	FOR	FOR	FOR
			II.	Accounts and Reports	FOR	FOR	FOR
			IV.	Allocation of Profits and the Remuneration of the Members of the Board of Directors	FOR	FOR	FOR
			VI.	Directors' Fees	FOR	FOR	FOR
			VIII.	Elect Vanisha Mittal Bhatia	FOR	FOR	FOR
			IX.	Elect Karel de Gucht	FOR	FOR	FOR
			X.	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
XI.	Appointment of Auditor	FOR	FOR	FOR			
1.	Cancellation of Shares	FOR	FOR	FOR			
ASML Holding NV	Netherlands	4/29/2022	3.a.	Remuneration Report	FOR	AGAINST	AGAINST
			3.b.	Accounts and Reports	FOR	FOR	FOR
			3.d.	Allocation of Profits/Dividends	FOR	FOR	FOR
			4.a.	Ratification of Management Board Acts	FOR	FOR	FOR
			4.b.	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5.	Long-Term Incentive Plan; Authority to Issue Shares	FOR	FOR	FOR
			6.	Management Board Remuneration Policy	FOR	FOR	FOR
			8.d.	Elect Terri L. Kelly to the Supervisory Board	FOR	FOR	FOR
			8.e.	Elect Alexander F.M. Everke to the Supervisory Board	FOR	FOR	FOR
			8.f.	Elect An Steegen to the Supervisory Board	FOR	FOR	FOR
			9.	Appointment of Auditor for fiscal years 2023 and 2024	FOR	FOR	FOR
			11.	Amendments to Articles	FOR	FOR	FOR
			12.a.	Authority to Issue Shares w/ Preemptive Rights	FOR	FOR	FOR
			12.b.	Authority to Suppress Preemptive Rights	FOR	FOR	FOR
13.	Authority to Repurchase Shares	FOR	FOR	FOR			
14.	Cancellation of Shares	FOR	FOR	FOR			
AUTO 1 Group	Germany	6/9/2022	3	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			4	Appointment of Auditor	FOR	AGAINST	AGAINST
			5	Remuneration Report	FOR	AGAINST	AGAINST
			7.1	Elect Vassilia Kennedy	FOR	AGAINST	AGAINST

7.2	Elect Lars Santelmann	FOR	AGAINST	AGAINST			
2	Ratification of Management Board Acts	FOR	FOR	FOR			
6	Increase in Supervisory Board Size	FOR	FOR	FOR			
8	Supervisory Board Remuneration Policy	FOR	FOR	FOR			
9	Employee Participation Programs	FOR	FOR	FOR			
Axa	France	4/28/2022	4	2022 Remuneration Report	FOR	AGAINST	AGAINST
			6	2022 Remuneration of Thomas Buberl, CEO	FOR	AGAINST	AGAINST
			7	2022 Remuneration Policy (CEO)	FOR	AGAINST	AGAINST
			9	2022 Remuneration Policy (Board of Directors)	FOR	AGAINST	AGAINST
			19	2022 Directors' Fees	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			5	2022 Remuneration of Denis Duverne, Chair	FOR	FOR	FOR
			8	2022 Remuneration Policy (Chair)	FOR	FOR	FOR
			10	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			11	Elect Thomas Buberl	FOR	FOR	FOR
			12	Elect Rachel Duan	FOR	FOR	FOR
			13	Elect André François-Poncet	FOR	FOR	FOR
			14	Ratification of Co-Option of Clotilde Delbos	FOR	FOR	FOR
			15	Elect Gérald Harlin	FOR	FOR	FOR
			16	Elect Rachel Picard	FOR	FOR	FOR
			17	Appointment of Auditor (Ernst & Young)	FOR	FOR	FOR
			18	Appointment of Alternate Auditor (Picarle et Associés)	FOR	FOR	FOR
			20	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			21	Employee Stock Purchase Plan	FOR	FOR	FOR
			22	Stock Purchase Plan for Overseas Employees	FOR	FOR	FOR
			23	Authority to Issue Performance Shares	FOR	FOR	FOR
			24	Authority to Issue Performance Shares Pursuant to Defined Contribution Pension Plan	FOR	FOR	FOR
			25	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
			26	Amendments to Articles Regarding Staggered Board	FOR	FOR	FOR
			27	Amendments to Articles Regarding Corporate Purpose	FOR	FOR	FOR
			28	Authorisation of Legal Formalities	FOR	FOR	FOR

Banco Bilbao Vizcaya Argentaria.	Spain	3/17/2022	3.1	Elect Carlos Torres Vila	FOR	AGAINST	AGAINST
			1.1	Accounts and Reports	FOR	FOR	FOR
			1.2	Report on Non-Financial Information	FOR	FOR	FOR
			1.3	Allocation of Profits/Dividends	FOR	FOR	FOR
			1.4	Ratification of Board Acts	FOR	FOR	FOR
			2	Special Dividend	FOR	FOR	FOR
			3.2	Elect Onur Genç	FOR	FOR	FOR
			3.3	Elect Connie Hedegaard Koksang	FOR	FOR	FOR
			4	Authority to Issue Shares w/ or w/o Preemptive Rights	FOR	FOR	FOR
			5	Authority to Issue Convertible Debt Instruments	FOR	FOR	FOR
			6	Authority to Repurchase Shares	FOR	FOR	FOR
7	Cancellation of Shares	FOR	FOR	FOR			
8	Maximum Variable Ratio	FOR	FOR	FOR			
9	Appointment of Auditor	FOR	FOR	FOR			
10	Authorisation of Legal Formalities	FOR	FOR	FOR			
11	Remuneration Report	FOR	FOR	FOR			
Banco Santander S.A.	Spain	3/31/2022	8.B	Directors' Fees	FOR	AGAINST	AGAINST
			8.D	Deferred Multiyear Objectives Variable Remuneration Plan	FOR	AGAINST	AGAINST
			7.A	Authority to Issue Shares w/ or w/o Preemptive Rights	FOR	AGAINST	FOR
			1.A	Accounts and Reports	FOR	FOR	FOR
			1.B	Report on Non-Financial Information	FOR	FOR	FOR
			1.C	Ratification of Board Acts	FOR	FOR	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3.A	Board Size	FOR	FOR	FOR
			3.B	Elect Germán de la Fuente	FOR	FOR	FOR
			3.C	Elect Enrique De Castro	FOR	FOR	FOR
			3.D	Elect José Antonio Álvarez Álvarez	FOR	FOR	FOR
			3.E	Elect Belén Romana García	FOR	FOR	FOR
			3.F	Elect Luis Isasi Fernández de Bobadilla	FOR	FOR	FOR
			3.G	Elect Sergio Rial	FOR	FOR	FOR
			4	Appointment of Auditor	FOR	FOR	FOR
			5.A	Amendments of Articles (Shares)	FOR	FOR	FOR
			5.B	Amendments to Articles (Capital Reduction)	FOR	FOR	FOR

5.C	Amendments to Articles (Issuance of Other Securities)	FOR	FOR	FOR
5.D	Amendments to Articles (Right to Attend Meeting)	FOR	FOR	FOR
5.E	Amendments to Articles (Vice Secretary of Board)	FOR	FOR	FOR
5.F	Amendments to Articles (Executive Chair)	FOR	FOR	FOR
5.G	Amendments to Articles (Audit Committee)	FOR	FOR	FOR
5.H	Amendments to Articles (Compensation)	FOR	FOR	FOR
5.J	Amendments to Articles (Dividends)	FOR	FOR	FOR
6.A	Amendments to General Meeting Regulations (Information)	FOR	FOR	FOR
6.B	Amendments to General Meeting Regulations (Vice Secretary)	FOR	FOR	FOR
6.C	Amendments to General Meeting Regulations (Remote Meetings)	FOR	FOR	FOR
6.D	Amendments to General Meeting Regulations (Presentations)	FOR	FOR	FOR
7.B	Authority to Cancel Treasury Shares (First Buy-Back Programme)	FOR	FOR	FOR
7.C	Authority to Cancel Treasury Shares (Second Buy-Back Programme)	FOR	FOR	FOR
7.D	Authority to Cancel Treasury Shares	FOR	FOR	FOR
8.A	Remuneration Policy	FOR	FOR	FOR
8.C	Maximum Variable Remuneration	FOR	FOR	FOR
8.E	Buy-Out Policy	FOR	FOR	FOR
8.F	Remuneration Report	FOR	FOR	FOR
9	Authorisation of Legal Formalities	FOR	FOR	FOR
Basf SE	Germany	4/29/2022		
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
2	Allocation of Profits/Dividends	FOR	FOR	FOR
3	Ratification of Supervisory Board Acts	FOR	FOR	FOR
4	Ratification of Management Board Acts	FOR	FOR	FOR
5	Appointment of Auditor	FOR	FOR	FOR
6	Remuneration Report	FOR	FOR	FOR
7.1	Elect Alessandra Genco	FOR	FOR	FOR
7.2	Elect Stefan Asenkerschbaumer	FOR	FOR	FOR
8	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
1	Presentation of Accounts and Reports; Allocation of Profits/Dividends	FOR	ABSTAIN	ABSTAIN
2	Ratification of Management Board Acts	FOR	AGAINST	AGAINST
3	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
4.1	Elect Paul Achleitner	FOR	AGAINST	AGAINST
4.2	Elect Norbert W. Bischofberger	FOR	AGAINST	AGAINST

			5	Remuneration Report	FOR	AGAINST	AGAINST
			4.3	Elect Colleen A. Goggins	FOR	FOR	FOR
			6	Approval of Profit-and-Loss Transfer Agreements	FOR	FOR	FOR
			7	Appointment of Auditor	FOR	FOR	FOR
Bayerische Motoren Werke AG	Germany	5/11/2022	7	Remuneration Report	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			8	Authority to Repurchase and Reissue Shares	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Elect Heinrich Hiesinger as Supervisory Board Member	FOR	FOR	FOR
			9.1	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with Bavaria Wirtschaftsagentur GmbH	FOR	FOR	FOR
			9.2	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW Anlagen Verwaltungs GmbH	FOR	FOR	FOR
			9.3	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW Bank GmbH	FOR	FOR	FOR
			9.4	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW Fahrzeugtechnik GmbH	FOR	FOR	FOR
			9.5	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW INTEC Beteiligungs GmbH	FOR	FOR	FOR
			9.6	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW M GmbH Gesellschaft für individuelle Automobile	FOR	FOR	FOR
Beiersdorf AG	Germany	4/14/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
BNP Paribas	France	5/17/2022	10	2022 Remuneration Policy (Board of Directors)	FOR	AGAINST	AGAINST
			21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	FOR	AGAINST	AGAINST
			1	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			5	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			6	Elect Jean-Laurent Bonnafé	FOR	FOR	FOR
			7	Elect Marion Guillou	FOR	FOR	FOR
			8	Elect Michel J. Tilmant	FOR	FOR	FOR
			9	Elect Lieve Logghe	FOR	FOR	FOR

11	2022 Remuneration Policy (Chair)	FOR	FOR	FOR			
12	2022 Remuneration Policy (CEO and Deputy CEOs)	FOR	FOR	FOR			
13	2021 Remuneration Report	FOR	FOR	FOR			
14	2021 Remuneration of Jean Lemierre, Chair	FOR	FOR	FOR			
15	2021 Remuneration of Jean-Laurent Bonnafé, CEO	FOR	FOR	FOR			
16	2021 Remuneration of Philippe Bordenave, Former Deputy CEO (until May 18, 2021)	FOR	FOR	FOR			
17	2021 Remuneration of Yann Gérardin, Deputy CEO (from May 18, 2021)	FOR	FOR	FOR			
18	2021 Remuneration of Thierry Laborde, Deputy CEO (from May 18, 2021)	FOR	FOR	FOR			
19	2021 Remuneration of Identified Staff	FOR	FOR	FOR			
20	2022 Directors' Fees	FOR	FOR	FOR			
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	FOR	FOR	FOR			
23	Authority to Increase Capital in Consideration for Contributions in Kind	FOR	FOR	FOR			
24	Global Ceiling on Capital Increases (w/o Preemptive Rights)	FOR	FOR	FOR			
25	Authority to Increase Capital Through Capitalisations	FOR	FOR	FOR			
26	Global Ceiling on Capital Increases	FOR	FOR	FOR			
27	Employee Stock Purchase Plan	FOR	FOR	FOR			
28	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR			
29	Authorisation of Legal Formalities	FOR	FOR	FOR			
BRAIN Biotech AG	Germany	3/9/2022	3	Ratification of Supervisory Board Acts	FOR	ABSTAIN	ABSTAIN
			5	Increase in Authorised Capital	FOR	ABSTAIN	ABSTAIN
			2	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Appointment of Auditor	FOR	FOR	FOR
Brenntag SE	Germany	6/9/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			8	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7.1	Elect Wijnand P. Donkers	FOR	FOR	FOR
			7.2	Elect Ulrich M. Harnacke	FOR	FOR	FOR
			10	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
Carl Zeiss Meditec AG	Germany	3/30/2022	3	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN

			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5	Appointment of Auditor	FOR	AGAINST	AGAINST
			6	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			7	Amendments to Articles	FOR	FOR	FOR
Commerzbank AG	Germany	5/11/2022	5	Remuneration Report	FOR	AGAINST	AGAINST
			6	Management Board Remuneration Policy	FOR	AGAINST	AGAINST
			2	Ratification of Management Board Acts	FOR	FOR	FOR
			3	Ratification of Board Acts	FOR	FOR	FOR
			4.1	Appointment of Auditor	FOR	FOR	FOR
			4.2	Appointment of Auditor for Interim Statements	FOR	FOR	FOR
			7	Supervisory Board Remuneration Policy	FOR	FOR	FOR
			8	Amendments to Articles	FOR	FOR	FOR
CompuGroup Medical SE & Co. KGaA	Germany	5/19/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5	Appointment of Auditor	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			7	Management Board Remuneration Policy	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of General Partner Acts	FOR	FOR	FOR
			8	Amendments to Articles	FOR	FOR	FOR
Continental AG	Germany	4/29/2022	3.1	Ratify Nikolai Setzer	FOR	ABSTAIN	ABSTAIN
			3.2	Ratify Hans-Jürgen Duensing	FOR	ABSTAIN	ABSTAIN
			3.3	Ratify Katja Dürrfeld	FOR	ABSTAIN	ABSTAIN
			3.4	Ratify Frank Jourdan	FOR	ABSTAIN	ABSTAIN
			3.5	Ratify Christian Kötz	FOR	ABSTAIN	ABSTAIN
			3.6	Ratify Helmut Matschi	FOR	ABSTAIN	ABSTAIN
			3.7	Ratify Philip Nelles	FOR	ABSTAIN	ABSTAIN
			3.8	Ratify Ariane Reinhart	FOR	ABSTAIN	ABSTAIN
			3.9	Ratify Andreas Wolf	FOR	ABSTAIN	ABSTAIN
			6	Remuneration Report	FOR	ABSTAIN	ABSTAIN
			4.1	Ratify Wolfgang Reitzle	FOR	AGAINST	AGAINST
			4.2	Ratify Christiane Benner	FOR	AGAINST	AGAINST

4.3	Ratify Hasan Allak			FOR	AGAINST	AGAINST	
4.4	Ratify Gunter Dunkel			FOR	AGAINST	AGAINST	
4.5	Ratify Francesco Grioli			FOR	AGAINST	AGAINST	
4.6	Ratify Michael Igthaut			FOR	AGAINST	AGAINST	
4.7	Ratify Satish Khattu			FOR	AGAINST	AGAINST	
4.8	Ratify Isabel Corinna Knauf			FOR	AGAINST	AGAINST	
4.9	Ratify Carmen Löffler			FOR	AGAINST	AGAINST	
4.10	Ratify Sabine Neuß			FOR	AGAINST	AGAINST	
4.11	Ratify Rolf Nonnenmacher			FOR	AGAINST	AGAINST	
4.12	Ratify Dirk Nordmann			FOR	AGAINST	AGAINST	
4.13	Ratify Lorenz Pfau			FOR	AGAINST	AGAINST	
4.14	Ratify Klaus Rosenfeld			FOR	AGAINST	AGAINST	
4.15	Ratify Georg F.W. Schaeffler			FOR	AGAINST	AGAINST	
4.16	Ratify Maria-Elisabeth Schaeffler-Thumann			FOR	AGAINST	AGAINST	
4.17	Ratify Jörg Schönfelder			FOR	AGAINST	AGAINST	
4.18	Ratify Stefan Scholz			FOR	AGAINST	AGAINST	
4.19	Ratify Kirsten Vörkel			FOR	AGAINST	AGAINST	
4.20	Ratify Elke Volkmann			FOR	AGAINST	AGAINST	
4.21	Ratify Siegfried Wolf			FOR	AGAINST	AGAINST	
7.1	Elect Dorothea von Boxberg			FOR	AGAINST	AGAINST	
2	Allocation of Profits/Dividends			FOR	FOR	FOR	
3.10	Postpone Ratification of Wolfgang Schäfer			FOR	FOR	FOR	
5	Appointment of Auditor			FOR	FOR	FOR	
7.2	Elect Stefan Erwin Buchner			FOR	FOR	FOR	
Covestro AG	Germany	4/21/2022	2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Elect Sven Schneider as Supervisory Board Member	FOR	FOR	FOR
			7	Remuneration Report	FOR	FOR	FOR
			8	Management Board Remuneration Policy	FOR	FOR	FOR
			9	Supervisory Board Remuneration Policy	FOR	FOR	FOR
CRH Plc	Ireland	4/28/2022	9	Authority to Issue Shares w/ Preemptive Rights	FOR	AGAINST	AGAINST

1	Accounts and Reports	FOR	FOR	FOR			
2	Final Dividend	FOR	FOR	FOR			
3	Remuneration Report	FOR	FOR	FOR			
4	Remuneration Policy	FOR	FOR	FOR			
5	Increase in NED Fee Cap	FOR	FOR	FOR			
6A	Elect Richard Boucher	FOR	FOR	FOR			
6B	Elect Caroline Dowling	FOR	FOR	FOR			
6C	Elect Richard H. Fearon	FOR	FOR	FOR			
6D	Elect Johan Karlström	FOR	FOR	FOR			
6E	Elect Shaun Kelly	FOR	FOR	FOR			
6F	Elect Badar Khan	FOR	FOR	FOR			
6G	Elect Lamar McKay	FOR	FOR	FOR			
6H	Elect Albert Manifold	FOR	FOR	FOR			
6I	Elect Jim Mintern	FOR	FOR	FOR			
6J	Elect Gillian L. Platt	FOR	FOR	FOR			
6K	Elect Mary K. Rhinehart	FOR	FOR	FOR			
6L	Elect Siobhán Talbot	FOR	FOR	FOR			
7	Authority to Set Auditor's Fees	FOR	FOR	FOR			
8	Appointment of Auditor	FOR	FOR	FOR			
10	Authority to Issue Shares w/o Preemptive Rights	FOR	FOR	FOR			
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	FOR	FOR	FOR			
12	Authority to Repurchase Shares	FOR	FOR	FOR			
13	Authority to Set Price Range for Reissuance of Treasury Shares	FOR	FOR	FOR			
Danone	France	4/26/2022	12	2021 Remuneration Report	FOR	AGAINST	AGAINST
			13	2021 Remuneration of Véronique Penchienati-Bosetta, FORMer Interim CEO (From March 14, 2021, Until September 14, 2021)	FOR	AGAINST	AGAINST
			14	2021 Remuneration of Shane Grant, FORMer Interim Deputy CEO (From March 14, 2021, Until September 14, 2021)	FOR	AGAINST	AGAINST
			15	2021 Remuneration of Antoine de Saint-Affrique, CEO (From September 15, 2021)	FOR	AGAINST	AGAINST
			17	2022 Remuneration Policy (Executives)	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Elect Valérie Chapoulaud-Floquet	FOR	FOR	FOR
			5	Elect Antoine de Saint-Affrique	FOR	FOR	FOR

			6	Elect Patrice Louvet	FOR	FOR	FOR
			7	Elect Géraldine Picaud	FOR	FOR	FOR
			8	Elect Susan Roberts	FOR	FOR	FOR
			9	Appointment of Auditor (Ernst & Young)	FOR	FOR	FOR
			10	Appointment of Auditor (Mazars)	FOR	FOR	FOR
			11	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			16	2021 Remuneration of Gilles Schnepf, Chair (Since March 14, 2021)	FOR	FOR	FOR
			18	2022 Remuneration Policy (Chair)	FOR	FOR	FOR
			19	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			20	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			21	Stock Purchase Plan for Overseas Employees	FOR	FOR	FOR
			22	Authority to Issue Performance Shares	FOR	FOR	FOR
			23	Authority to Issue Restricted Shares	FOR	FOR	FOR
			24	Amendments to Articles Regarding the CEO's and the Deputy CEO's Age Limits	FOR	FOR	FOR
			25	Amendments to Articles Regarding the Chair's Age Limits	FOR	FOR	FOR
			26	Amendments to Article Regarding Directors' Shareholding Requirements	FOR	FOR	FOR
			27	Authorisation of Legal Formalities	FOR	FOR	FOR
			A	SHP On Amendments to Article 18 Regarding the Honorary Chair	UNDETERMINED	FOR	FOR
Datagroup SE	Germany	3/10/2022	3.1	Ratify Hans-Hermann Schabe	FOR	ABSTAIN	ABSTAIN
			3.2	Ratify Dirk Peters	FOR	ABSTAIN	ABSTAIN
			3.3	Ratify Andreas Baresel	FOR	ABSTAIN	ABSTAIN
			3.4	Ratify Peter Schneck	FOR	ABSTAIN	ABSTAIN
			4.1	Ratify Heinz Hilgert	FOR	AGAINST	AGAINST
			4.2	Ratify Hubert Deutsch	FOR	AGAINST	AGAINST
			4.3	Ratify Carola Wittig	FOR	AGAINST	AGAINST
			5.1	Elect Heinz Hilgert	FOR	AGAINST	AGAINST
			5.2	Elect Hans-Hermann Schaber	FOR	AGAINST	AGAINST
			6	Supervisory Board Remuneration Policy	FOR	AGAINST	AGAINST
			7	Appointment of Auditor	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
Delivery Hero SE	Germany	6/16/2022	2	Ratification of Management Board Acts	FOR	AGAINST	AGAINST
			3.1	Ratify Martin Enderle	FOR	AGAINST	AGAINST
			3.2	Ratify Patrick Kolek	FOR	AGAINST	AGAINST

			3.3	Ratify Jeanette L. Gorgas	FOR	AGAINST	AGAINST
			3.4	Ratify Nils Engvall	FOR	AGAINST	AGAINST
			3.5	Ratify Gabriella Ardbo	FOR	AGAINST	AGAINST
			3.6	Ratify Dimitrios Tsaousis	FOR	AGAINST	AGAINST
			3.7	Ratify Gerald Taylor	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			8	Increase in Authorised Capital 2022/I	FOR	AGAINST	AGAINST
			9	Increase in Authorised Capital 2022/II	FOR	AGAINST	AGAINST
			10	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital 2022/I	FOR	AGAINST	AGAINST
			11	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital 2022/II	FOR	AGAINST	AGAINST
			4	Appointment of Auditor	FOR	FOR	FOR
			5	Election of Supervisory Board (Employee Representatives)	FOR	FOR	FOR
			7	Increase in Authorised Capital IV	FOR	FOR	FOR
			12	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			13	Authority to Repurchase Shares Using Equity Derivatives	FOR	FOR	FOR
Deutsche Boerse AG	Germany	5/18/2022	6	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Elect Shannon Anastasia Johnston as Supervisory Board Member	FOR	FOR	FOR
			7	Remuneration Report	FOR	FOR	FOR
			8	Supervisory Board Remuneration Policy	FOR	FOR	FOR
			9	Appointment of Auditor	FOR	FOR	FOR
Deutsche Post AG	Germany	5/6/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			7.2	Elect Stefan B. Wintels	FOR	AGAINST	AGAINST
			9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	FOR
			7.2	Elect Stefan B. Wintels	FOR	AGAINST	FOR
			9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Appointment of Auditor (FY 2023)	FOR	FOR	FOR

			7.1	Elect Luise Hölscher	FOR	FOR	FOR
			8	Equity Incentive Plan; Increase in Conditional Capital	FOR	FOR	FOR
			10	Remuneration Report	FOR	FOR	FOR
			11	Supervisory Board Remuneration Policy	FOR	FOR	FOR
Deutsche Telekom AG	Germany	4/7/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6.1	Elect Frank Appel	FOR	AGAINST	AGAINST
			6.3	Elect Dagmar Kollmann	FOR	AGAINST	AGAINST
			7	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6.2	Elect Katja Hessel	FOR	FOR	FOR
			6.4	Elect Stefan B. Wintels	FOR	FOR	FOR
			8	Management Board Remuneration Policy	FOR	FOR	FOR
			9	Supervisory Board Remuneration Policy	FOR	FOR	FOR
			10	Remuneration Report	FOR	FOR	FOR
Deutsche Wohnen SE	Germany	6/2/2022	2	Allocation of Profits/Dividends	FOR	AGAINST	AGAINST
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6.1	Elect Helene von Roeder	FOR	AGAINST	AGAINST
			6.2	Elect Fabian Heß	FOR	AGAINST	AGAINST
			6.4	Elect Christoph Schauerte	FOR	AGAINST	AGAINST
			6.5	Elect Simone Schumacher	FOR	AGAINST	AGAINST
			7	Remuneration Report	FOR	AGAINST	AGAINST
			8	Management Board Remuneration Policy	FOR	AGAINST	AGAINST
			9	Amendments to Articles	FOR	AGAINST	AGAINST
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6.3	Elect Peter Hohlbein	FOR	FOR	FOR
DWS Group GmbH & Co. KGaA	Germany	6/9/2022	3	Ratification of General Partner Acts	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	ABSTAIN	ABSTAIN
			6	Remuneration Report	FOR	ABSTAIN	ABSTAIN
			10	Authority to Issue Participatory Notes and Hybrid Debt Instruments	FOR	ABSTAIN	ABSTAIN
			8	Increase in Authorised Capital 2022/II	FOR	AGAINST	AGAINST

			1	Accounts and Reports	FOR	FOR	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7	Increase in Authorised Capital 2022/I	FOR	FOR	FOR
			9	Cancellation of Conditional Capital	FOR	FOR	FOR
E. On SE	Germany	5/12/2022	2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5.1	Appointment of Auditor (FY2022)	FOR	FOR	FOR
			5.2	Appointment of Auditor for Interim Statements (FY2022)	FOR	FOR	FOR
			5.3	Appointment of Auditor for Interim Statements (FY2023 Q1)	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
EDP-Energias DE Portugal S.A.	Portugal	4/6/2022	1.1	Accounts and Reports; Remuneration Report	FOR	AGAINST	AGAINST
			2.1	Allocation of Profits	FOR	AGAINST	AGAINST
			3.1	Ratification of Executive Board Acts	FOR	AGAINST	AGAINST
			3.2	Ratification of General and Supervisory Board Acts	FOR	AGAINST	AGAINST
			3.3	Ratification of Auditor Acts	FOR	AGAINST	AGAINST
			4	Authority to Repurchase and Reissue Shares	FOR	AGAINST	AGAINST
			1.2	Sustainability Report (Report on Non-Financial Information; 2030 Climate Change Commitment)	FOR	FOR	FOR
			2.2	Distribution of Dividends	FOR	FOR	FOR
			5	Authority to Repurchase and Reissue Debt Instruments	FOR	FOR	FOR
			6	Election of Vice-Chair of the General Meeting	FOR	FOR	FOR
Electricité de France.	France	5/12/2022	7	2021 Remuneration of Jean-Bernard Lévy, Chair and CEO	FOR	AGAINST	AGAINST
			8	2021 Remuneration Report	FOR	AGAINST	AGAINST
			9	2022 Remuneration Policy (Chair and CEO)	FOR	AGAINST	AGAINST
			10	2022 Remuneration Policy (Board of Directors)	FOR	AGAINST	AGAINST
			12	Elect Delphine Gény-Stephann	FOR	AGAINST	AGAINST
			15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	FOR	AGAINST	AGAINST
			16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	FOR	AGAINST	AGAINST
			17	Authority to Issue Shares Through Private Placement	FOR	AGAINST	AGAINST
			18	Greenshoe	FOR	AGAINST	AGAINST
			19	Authority to Increase Capital Through Capitalisations	FOR	AGAINST	AGAINST
			20	Authority to Increase Capital in Case of Exchange Offers (France)	FOR	AGAINST	AGAINST

21	Authority to Increase Capital in Consideration for Contributions in Kind (France)	FOR	AGAINST	AGAINST
A	Shareholder Proposal A Regarding Distribution of Dividends	AGAINST	AGAINST	AGAINST
C	Shareholder Proposal C Regarding Employee Stock Purchase Plan	AGAINST	AGAINST	AGAINST
D	Shareholder Proposal D Regarding Employee Stock Purchase Plan (Identified Beneficiaries)	AGAINST	AGAINST	AGAINST
1	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
2	Consolidated Accounts and Reports	FOR	FOR	FOR
3	Allocation of Profits/Dividends	FOR	FOR	FOR
4	Interim Scrip Dividend	FOR	FOR	FOR
5	Related Party Transaction (Areva and Areva NP)	FOR	FOR	FOR
6	Special Auditors Report on Regulated Agreements (Previously Approved)	FOR	FOR	FOR
11	2022 Directors' Fees	FOR	FOR	FOR
13	Advisory Vote on Climate Transition Plan	FOR	FOR	FOR
14	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
22	Employee Stock Purchase Plan	FOR	FOR	FOR
23	Employee Stock Purchase Plan (Identified Beneficiaries)	FOR	FOR	FOR
24	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
25	Authorisation of Legal Formalities	FOR	FOR	FOR
B	Shareholder Proposal B Regarding Greenshoe	AGAINST	FOR	FOR
Endesa S.A.	Spain	4/29/2022		
1	Accounts	FOR	FOR	FOR
2	Management reports	FOR	FOR	FOR
3	Reports on Non-Financial Information	FOR	FOR	FOR
4	Ratification of Board Acts	FOR	AGAINST	AGAINST
5	Allocation of Profits/Dividends	FOR	AGAINST	AGAINST
6	Appointment of Auditor	FOR	FOR	FOR
7	Authority to Issue Convertible Debt Instruments	FOR	FOR	FOR
8	Elect Jose Damián Bogas Gálvez	FOR	FOR	FOR
9	Elect Francesco Starace	FOR	FOR	FOR
10	Elect Francesca Gostinelli	FOR	FOR	FOR
11	Elect Cristina de Parias Halcón	FOR	FOR	FOR
12	Board Size	FOR	FOR	FOR
13	Remuneration Report	FOR	FOR	FOR
14	Remuneration Policy	FOR	FOR	FOR
15	2022-2024 Strategic Incentive	FOR	AGAINST	AGAINST

			16	Authorisation of Legal Formalities	FOR	FOR	FOR
		11/17/2022	1.1	Related Party Transactions (Enesa Energía S.A.U. and Enel Global Trading S.p.A.)	FOR	FOR	FOR
			1.2	Related Party Transactions (Enel Global Trading S.p.A. and Enesa Energía S.A.U.)	FOR	FOR	FOR
			1.3	Related Party Transactions (Enel Generación Chile S.A. and Enesa Energía S.A.U.)	FOR	FOR	FOR
			1.4	Related Party Transactions (Enel S.p.A. and Enesa S.A.)	FOR	FOR	FOR
			1.5	Related Party Transactions (Enel Green Power España)	FOR	FOR	FOR
			2	Authorisation of Legal Formalities	FOR	FOR	FOR
Enel Spa	Italy	5/19/2022	0.2	Allocation of Profits/Dividends	FOR	AGAINST	AGAINST
			0.6	2022 Long-Term Incentive Plan	FOR	AGAINST	AGAINST
			0.7.1	Remuneration Policy	FOR	AGAINST	AGAINST
			0.7.2	Remuneration Report	FOR	AGAINST	AGAINST
			0.4.2	List Presented by Group of Institutional Investors Representing 1.32% of Share Capital	UNDETERMINED	DO NOT VOTE	ABSTAIN
			0.4.2	List Presented by Group of Institutional Investors Representing 1.32% of Share Capital	UNDETERMINED	DO NOT VOTE	UNVOTED
			0.1	Accounts and Reports	FOR	FOR	FOR
			0.3	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			0.4.1	List Presented by Ministry of Economy and Finance	DO NOT VOTE	FOR	FOR
			0.5	Statutory Auditors' Fees	FOR	FOR	FOR
Engie	France	4/21/2022	9.	2021 Remuneration Report	FOR	AGAINST	AGAINST
			11.	2021 Remuneration of Catherine MacGregor, CEO	FOR	AGAINST	AGAINST
			14.	2022 Remuneration Policy (CEO)	FOR	AGAINST	AGAINST
			A.	Shareholder Proposal A Regarding Distribution of Dividends	AGAINST	AGAINST	AGAINST
			B.	Shareholder Proposal B Regarding Distribution of Profits	AGAINST	AGAINST	AGAINST
			1.	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
			2.	Consolidated Accounts and Reports	FOR	FOR	FOR
			3.	Allocation of Profits/Dividends	FOR	FOR	FOR
			4.	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			5.	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			6.	Elect Jean-Pierre Clamadieu	FOR	FOR	FOR
			7.	Elect Ross McInnes	FOR	FOR	FOR
			8.	Elect Marie-Claire Daveu	FOR	FOR	FOR
			10.	2021 Remuneration of Jean-Pierre Clamadieu, Chair	FOR	FOR	FOR
			12.	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			13.	2022 Remuneration Policy (Chair)	FOR	FOR	FOR

			15.	Opinion on Climate Transition Strategy	FOR	FOR	FOR
			16.	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	FOR	FOR	FOR
			17.	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	FOR	FOR	FOR
			18.	Authority to Issue Shares Through Private Placement	FOR	FOR	FOR
			19.	Greenshoe	FOR	FOR	FOR
			20.	Authority to Increase Capital in Consideration for Contributions in Kind	FOR	FOR	FOR
			21.	Global Ceiling on Capital Increases	FOR	FOR	FOR
			22.	Authority to Increase Capital Through Capitalisations	FOR	FOR	FOR
			23.	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
			24.	Employee Stock Purchase Plan	FOR	FOR	FOR
			25.	Stock Purchase Plan for Overseas Employees	FOR	FOR	FOR
			26.	Authority to Issue Restricted Shares	FOR	FOR	FOR
			27.	Authority to Issue Performance Shares	FOR	FOR	FOR
			28.	Authorisation of Legal Formalities	FOR	FOR	FOR
Essilorluxottica	France	5/25/2022	6	2021 Remuneration Report	FOR	AGAINST	AGAINST
			8	2021 Remuneration of Francesco Milleri, CEO	FOR	AGAINST	AGAINST
			9	2021 Remuneration of Paul du Saillant, Deputy CEO	FOR	AGAINST	AGAINST
			12	2022 Remuneration Policy (CEO)	FOR	AGAINST	AGAINST
			13	2022 Remuneration Policy (Deputy CEO)	FOR	AGAINST	AGAINST
			1	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Losses/Dividends	FOR	FOR	FOR
			4	Ratification of the Co-optation of Virginie Mercier Pitre	FOR	FOR	FOR
			5	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			7	2021 Remuneration of Leonardo Del Vecchio, Chair	FOR	FOR	FOR
			10	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			11	2022 Remuneration Policy (Chair)	FOR	FOR	FOR
			14	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			15	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
			16	Authorisation of Legal Formalities	FOR	FOR	FOR
Eurosaïl -UK 2007- 1NC Plc	United Kingdom	4/13/2022	1	Authorises, Sanctions, Assents To And Approves The Proposal (As Defined In This Consent Solicitation Memorandum Dated 14 February 2022 (The Consent Solicitation Memorandum)) And Its Implementation By Way Of Modification	DO NOT VOTE	DO NOT VOTE	FOR

		5/17/2022	1	Authorises, Sanctions, Assents To And Approves The Proposal (As Defined In This Consent Solicitation Memorandum Dated 14 February 2022 (The Consent Solicitation Memorandum)) And Its Implementation By Way Of The Modification	DO NOT VOTE	DO NOT VOTE	FOR
EVONIK INDUSTRIES AG	Germany	5/25/2022	10	Amendment to Articles (Advance Dividends)	FOR	ABSTAIN	ABSTAIN
			6	Management Board Remuneration Policy	FOR	AGAINST	AGAINST
			7	Remuneration Report	FOR	AGAINST	AGAINST
			8	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
Flutter Entertainment Plc	Ireland	4/28/2022	2	Remuneration Report	FOR	AGAINST	AGAINST
			4C	Elect Richard Flint	FOR	AGAINST	AGAINST
			7	Authority to Issue Shares w/ Preemptive Rights	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			3A	Elect Nancy Dubuc	FOR	FOR	FOR
			3B	Elect Holly K. Koepfel	FOR	FOR	FOR
			3C	Elect Atif Rafiq	FOR	FOR	FOR
			4A	Elect Zillah Byng-Thorne	FOR	FOR	FOR
			4B	Elect Nancy Cruickshank	FOR	FOR	FOR
			4D	Elect Andrew Higginson	FOR	FOR	FOR
			4E	Elect Jonathan S. Hill	FOR	FOR	FOR
			4F	Elect Alfred F. Hurley, Jr.	FOR	FOR	FOR
			4G	Elect Peter Jackson	FOR	FOR	FOR
			4H	Elect David A. Lazzarato	FOR	FOR	FOR
			4I	Elect Gary McGann	FOR	FOR	FOR
			4J	Elect Mary Turner	FOR	FOR	FOR
			5	Authority to Set Auditor's Fees	FOR	FOR	FOR
			6	Authority to Set General Meeting Notice Period at 14 Days	FOR	FOR	FOR
			8A	Authority to Issue Shares w/o Preemptive Rights	FOR	FOR	FOR
			8B	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	FOR	FOR	FOR
			9	Authority to Repurchase Shares	FOR	FOR	FOR
			10	Authority to Set Price Range for Reissuance of Treasury Shares	FOR	FOR	FOR

Freenet AG	Germany	5/5/2022	8	Remuneration Report	FOR	ABSTAIN	ABSTAIN
			4.1	Ratify Helmut Thoma	FOR	AGAINST	AGAINST
			4.2	Ratify Claudia Anderleit	FOR	AGAINST	AGAINST
			4.3	Ratify Bente Brandt	FOR	AGAINST	AGAINST
			4.4	Ratify Theo-Benneke Bretsch	FOR	AGAINST	AGAINST
			4.5	Ratify Sabine Christiansen	FOR	AGAINST	AGAINST
			4.6	Ratify Gerhard Huck	FOR	AGAINST	AGAINST
			4.7	Ratify Thorsten Kraemer	FOR	AGAINST	AGAINST
			4.8	Ratify Fränzi Kühne	FOR	AGAINST	AGAINST
			4.9	Ratify Knut Mackeprang	FOR	AGAINST	AGAINST
			4.10	Ratify Thomas Reimann	FOR	AGAINST	AGAINST
			4.11	Ratify Marc Tüngler	FOR	AGAINST	AGAINST
			4.12	Ratify Robert Weidinger	FOR	AGAINST	AGAINST
			6.1	Elect Sabine Christiansen	FOR	AGAINST	AGAINST
			6.2	Elect Thomas Karlovits	FOR	AGAINST	AGAINST
			6.5	Elect Robert Weidinger	FOR	AGAINST	AGAINST
			6.6	Elect Miriam Wohlfahrt	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3.1	Ratify Christoph Vilanek	FOR	FOR	FOR
			3.2	Ratify Ingo Arnold	FOR	FOR	FOR
			3.3	Ratify Stephan Esch	FOR	FOR	FOR
3.4	Ratify Antonius Fromme	FOR	FOR	FOR			
3.5	Ratify Rickmann v. Platen	FOR	FOR	FOR			
5	Appointment of Auditor	FOR	FOR	FOR			
6.3	Elect Kerstin Lopatta	FOR	FOR	FOR			
6.4	Elect Marc Tüngler	FOR	FOR	FOR			
7	Management Board Remuneration Policy	FOR	FOR	FOR			
9	Authority to Repurchase Shares	FOR	FOR	FOR			
10	Authority to repurchase shares using equity derivatives	FOR	FOR	FOR			
Fresenius Medical Care AG & Co. KGaA	Germany	5/12/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5	Appointment of Auditor	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR

			3	Ratification of General Partner Acts	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
Fresenius SE & Co. KGaA	Germany	5/13/2022	6	Remuneration Report	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			9	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of General Partner Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7.1	Elect Susanne Zeidler	FOR	FOR	FOR
			7.2	Elect Christoph Zindel	FOR	FOR	FOR
			8	Elect Susanne Zeidler as Joint Committee Member	FOR	FOR	FOR
			10	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	FOR	FOR
			11	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			12	Authority to Repurchase Shares Using Equity Derivatives	FOR	FOR	FOR
HeidelbergCement AG	Germany	5/12/2022	6.1	Elect Bernd Scheifele	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3.1	Ratify Dominik von Achten	FOR	FOR	FOR
			3.2	Ratify Lorenz Näger	FOR	FOR	FOR
			3.3	Ratify René Aldach	FOR	FOR	FOR
			3.4	Ratify Kevin Gluskie	FOR	FOR	FOR
			3.5	Ratify Hakan Gurdal	FOR	FOR	FOR
			3.6	Ratify Ernest Jelitto	FOR	FOR	FOR
			3.7	Ratify Nicola Kimm	FOR	FOR	FOR
			3.8	Ratify Dennis Lentz	FOR	FOR	FOR
			3.9	Ratify Jon Morrish	FOR	FOR	FOR
			3.10	Ratify Chris Ward	FOR	FOR	FOR
			4.1	Ratify Fritz-Jürgen Heckmann	FOR	FOR	FOR
			4.2	Ratify Heinz Schmitt	FOR	FOR	FOR
			4.3	Ratify Barbara Breuninger	FOR	FOR	FOR
			4.4	Ratify Birgit Jochens	FOR	FOR	FOR
			4.5	Ratify Ludwig Merckle	FOR	FOR	FOR
			4.6	Ratify Tobias Merckle	FOR	FOR	FOR

			4.7	Ratify Luka Mucic	FOR	FOR	FOR
			4.8	Ratify Ines Ploss	FOR	FOR	FOR
			4.9	Ratify Peter Riedel	FOR	FOR	FOR
			4.10	Ratify Werner Schraeder	FOR	FOR	FOR
			4.11	Ratify Margret Suckale	FOR	FOR	FOR
			4.12	Ratify Marion Weissenberger-Eibl	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6.2	Elect Sopna Sury	FOR	FOR	FOR
			7	Remuneration Report	FOR	FOR	FOR
HelloFresh SE	Germany	5/12/2022	3	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			8	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7	Management Board Remuneration Policy	FOR	FOR	FOR
			9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	FOR	FOR
			10	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
Hochtief AG	Germany	4/27/2022	3	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5	Appointment of Auditor	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
			10	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			7	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			8	Authority to Repurchase Shares Using Equity Derivatives	FOR	FOR	FOR
Iberdrola S.A.	Spain	6/16/2022	4	Ratification of Board Acts	FOR	AGAINST	AGAINST
			14	Remuneration Report	FOR	AGAINST	AGAINST
			1	Accounts	FOR	FOR	FOR
			2	Management Reports	FOR	FOR	FOR
			3	Report on Non-Financial Information	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR

6	Amendments to Articles (Social Dividend)	FOR	FOR	FOR
7	Amendments to Articles (Engagement Dividend)	FOR	FOR	FOR
8	Amendments to General Meeting Regulations (Engagement Dividend)	FOR	FOR	FOR
9	Special Dividend (Engagement Dividend)	FOR	FOR	FOR
10	Allocation of Profits/Dividends	FOR	FOR	FOR
11	First Scrip Dividend	FOR	FOR	FOR
12	Second Scrip Dividend	FOR	FOR	FOR
13	Authority to Cancel Treasury Shares and Reduce Capital	FOR	FOR	FOR
15	Elect Anthony L. Gardner	FOR	FOR	FOR
16	Ratify Co-Option and Elect María Ángeles Alcalá Díaz	FOR	FOR	FOR
17	Ratify Co-Option and Elect Isabel García Tejerina	FOR	FOR	FOR
18	Board Size	FOR	FOR	FOR
19	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
20	Authorisation of Legal Formalities	FOR	FOR	FOR
2	Allocation of Profits/Dividends	FOR	FOR	FOR
3.1	Ratify Reinhard Ploss	FOR	FOR	FOR
3.2	Ratify Helmut Gassel	FOR	FOR	FOR
3.3	Ratify Jochen Hanebeck	FOR	FOR	FOR
3.4	Ratify Constanze Hufenbecher	FOR	FOR	FOR
3.5	Ratify Sven Schneider	FOR	FOR	FOR
4.1	Ratify Wolfgang Eder	FOR	FOR	FOR
4.2	Ratify Xiaoqun Clever	FOR	FOR	FOR
4.3	Ratify Johann Dechant	FOR	FOR	FOR
4.4	Ratify Friedrich Eichiner	FOR	FOR	FOR
4.5	Ratify Annette Engelfried	FOR	FOR	FOR
4.6	Ratify Peter Gruber	FOR	FOR	FOR
4.7	Ratify Hans-Ulrich Holdenried	FOR	FOR	FOR
4.8	Ratify Susanne Lachenmann	FOR	FOR	FOR
4.9	Ratify Géraldine Picaud	FOR	FOR	FOR
4.10	Ratify Manfred Puffer	FOR	FOR	FOR
4.11	Ratify Melanie Riedl	FOR	FOR	FOR
4.12	Ratify Jürgen Scholz	FOR	FOR	FOR
4.13	Ratify Kerstin Schuzendorf	FOR	FOR	FOR

Infineon Technologies AG Germany 2/17/2022

			4.14	Ratify Ulrich Spiesshofer	FOR	FOR	FOR
			4.15	Ratify Margaret Suckale	FOR	FOR	FOR
			4.16	Ratify Diana Vitale	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Elect Géraldine Picaud as Supervisory Board Member	FOR	FOR	FOR
ING Groep N.V.	Netherlands	4/25/2022	2d.	Remuneration Report	FOR	AGAINST	AGAINST
			4a.	Ratification of Management Board Acts	FOR	AGAINST	AGAINST
			4b.	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6a.	Authority to Issue Shares w/ Preemptive Rights	FOR	AGAINST	AGAINST
			2e.	Accounts and Reports	FOR	FOR	FOR
			3b.	Allocation of Profits/Dividends	FOR	FOR	FOR
			6b.	Authority to Issue Shares w/ or w/o Preemptive Rights	FOR	FOR	FOR
			7.	Authority to Repurchase Shares	FOR	FOR	FOR
			8a.	Authority to Cancel Repurchased Shares	FOR	FOR	FOR
			8b.	Reduction in Authorised Capital	FOR	FOR	FOR
			9.	Authority to Reduce Issued Share Capital	FOR	FOR	FOR
Kering	France	4/28/2022	8	2021 Remuneration Report	FOR	AGAINST	AGAINST
			9	2021 Remuneration of François-Henri Pinault, Chair and CEO	FOR	AGAINST	AGAINST
			10	2021 Remuneration of Jean-François Palus, deputy CEO	FOR	AGAINST	AGAINST
			11	2022 Remuneration Policy (Corporate Officers)	FOR	AGAINST	AGAINST
			16	Authority to Issue Performance Shares	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Elect Daniela Riccardi	FOR	FOR	FOR
			5	Elect Véronique Weill	FOR	FOR	FOR
			6	Elect Yonca Dervisoglu	FOR	FOR	FOR
			7	Elect Serge Weinberg	FOR	FOR	FOR
			12	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			13	Appointment of Auditor (PricewaterhouseCoopers)	FOR	FOR	FOR
			14	Appointment of Alternate Auditor (Emmanuel Benoist)	FOR	FOR	FOR
			15	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			17	Employee Stock Purchase Plan	FOR	FOR	FOR

			18	Stock Purchase Plan for Overseas Employees	FOR	FOR	FOR
			19	Authorisation of Legal Formalities	FOR	FOR	FOR
Kion Group AG	Germany	5/11/2022	3	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			7.1	Elect Birgit A. Behrendt	FOR	AGAINST	AGAINST
			7.2	Elect Alexander Dibelius	FOR	AGAINST	AGAINST
			7.3	Elect Michael Martin Macht	FOR	AGAINST	AGAINST
			7.4	Elect TAN Xuguang	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
Knorr-Bremse AG	Germany	5/24/2022	9	Amendments to Articles	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5	Appointment of Auditor	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			7.1	Elect Reinhard Ploss	FOR	FOR	FOR
			7.2	Elect Sigrid Evelyn Nikutta	FOR	FOR	FOR
			8	Supervisory Board Remuneration Policy	FOR	FOR	FOR
Kone Corp.	Finland	3/1/2022	13	Election of Directors	FOR	AGAINST	AGAINST
			7	Accounts and Reports	FOR	FOR	FOR
			8	Allocation of Profits/Dividends	FOR	FOR	FOR
			9	Ratification of Board and CEO Acts	FOR	FOR	FOR
			10	Remuneration Report	FOR	FOR	FOR
			11	Directors' Fees	FOR	FOR	FOR
			12	Board Size	FOR	FOR	FOR
			14	Authority to Set Auditor's Fees	FOR	FOR	FOR
			15	Number of Auditors	FOR	FOR	FOR
			16	Appointment of Auditor	FOR	FOR	FOR
			17	Authority to Repurchase Shares	FOR	FOR	FOR
			18	Authority to Issue Shares w/ or w/o Preemptive Rights	FOR	FOR	FOR
Koninklijke Ahold Delhaize N.V.	Netherlands	4/13/2022	4.	Accounts and Reports	FOR	FOR	FOR

			5.	Allocation of Profits/Dividends	FOR	FOR	FOR
			6.	Remuneration Report	FOR	FOR	FOR
			7.	Ratification of Management Acts	FOR	FOR	FOR
			8.	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			9.	Elect Bill McEwan to the Supervisory Board	FOR	FOR	FOR
			10.	Elect René Hooft Graafland to the Supervisory Board	FOR	FOR	FOR
			11.	Elect Pauline van der Meer Mohr to the Supervisory Board	FOR	FOR	FOR
			12.	Re-elect Wouter Kolk to the Management Board	FOR	FOR	FOR
			13.	Management Board Remuneration Policy	FOR	FOR	FOR
			14.	Supervisory Board Remuneration Policy	FOR	FOR	FOR
			15.	Appointment of Auditor financial year 2022	FOR	FOR	FOR
			16.	Appointment of Auditor for financial year 2023	FOR	FOR	FOR
			17.	Authority to Issue Shares w/ Preemptive Rights	FOR	FOR	FOR
			18.	Authority to Suppress Preemptive Rights	FOR	FOR	FOR
			19.	Authority to Repurchase Shares	FOR	FOR	FOR
			20.	Cancellation of Shares/Authorities to Issue Shares	FOR	FOR	FOR
Koninklijke Philips N.V.	Netherlands	5/10/2022	2.b	Accounts and Reports	FOR	FOR	FOR
			2.c	Allocation of Profits/Dividends	FOR	FOR	FOR
			2.d	Remuneration Report	FOR	AGAINST	AGAINST
			2.e	Ratification of Management Board Acts	FOR	AGAINST	AGAINST
			2.f	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			3.a	Elect Paul Stoffel to the Supervisory Board	FOR	FOR	FOR
			3.b	Elect Marc Harrison to the Supervisory Board	FOR	FOR	FOR
			3.c	Elect Herna Verhagen to the Supervisory Board	FOR	FOR	FOR
			3.d	Elect Sanjay J. Poonem to the Supervisory Board	FOR	FOR	FOR
			4	Appointment of Auditor	FOR	FOR	FOR
			5.a	Authority to Issue Shares w/ Preemptive Rights	FOR	FOR	FOR
			5.b	Authority to Suppress Preemptive Rights	FOR	FOR	FOR
			6	Authority to Repurchase Shares	FOR	AGAINST	AGAINST
			7	Cancellation of Shares	FOR	FOR	FOR
		9/30/2022	1	Elect Roy W.O. Jakob to the Management Board	FOR	FOR	FOR
Lanxess AG	Germany	5/25/2022	2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR

			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5.1	Appointment of Auditor for FY2022	FOR	FOR	FOR
			5.2	Appointment of Auditor for Interim Statements	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			7.1	Elect Heike Hanagarth	FOR	FOR	FOR
			7.2	Elect Rainier van Roessel	FOR	FOR	FOR
LEGI Immobilien SE	Germany	5/19/2022	9.3	Elect Jochen Scharpe	FOR	AGAINST	AGAINST
			9.6	Elect Katrin Suder	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			7	Reduction of Supervisory Board Size	FOR	FOR	FOR
			8	Amendments to Articles Regarding Supervisory Board Term	FOR	FOR	FOR
			9.1	Elect Sylvia Eichelberg	FOR	FOR	FOR
			9.2	Elect Claus Nolting	FOR	FOR	FOR
			9.4	Elect Martin Wiesmann	FOR	FOR	FOR
			9.5	Elect Michael Zimmer	FOR	FOR	FOR
			10	Management Board Remuneration Policy	FOR	FOR	FOR
			11	Supervisory Board Remuneration Policy (March 11, 2021 - May 19, 2022)	FOR	FOR	FOR
			12	Supervisory Board Remuneration Policy (from May 20, 2022)	FOR	FOR	FOR
			13	Amendments to Articles Regarding Reservations of Consent	FOR	FOR	FOR
			14	Amendments to Articles Regarding Resignations from the Supervisory Board	FOR	FOR	FOR
			15	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			16	Authority to Repurchase Shares Using Equity Derivatives	FOR	FOR	FOR
Linde Plc	Ireland	7/25/2022	1.A	Elect Stephen F. Angel	FOR	AGAINST	AGAINST
			1.B	Elect Sanjiv Lamba	FOR	AGAINST	AGAINST
			1.D	Elect Thomas Enders	FOR	AGAINST	AGAINST
			1.E	Elect Edward G. Galante	FOR	AGAINST	AGAINST
			1.F	Elect Joe Kaeser	FOR	AGAINST	AGAINST
			1.H	Elect Martin H. Richenhagen	FOR	AGAINST	AGAINST
			1.I	Elect Alberto Weisser	FOR	AGAINST	AGAINST

			1J	Elect Robert L Wood	FOR	AGAINST	AGAINST
			3	Advisory Vote on Executive Compensation	FOR	AGAINST	AGAINST
			4	Remuneration Report	FOR	AGAINST	AGAINST
			6	Shareholder Proposal Regarding Simple Majority Vote	AGAINST	AGAINST	AGAINST
			1.C	Elect Ann-Kristin Achleitner	FOR	FOR	FOR
			1.G	Elect Victoria Ossadnik	FOR	FOR	FOR
			2.A	Ratification of Auditor	FOR	FOR	FOR
			2.B	Authority to Set Auditor's Fees	FOR	FOR	FOR
			5	Determination of Price Range for Re-allotment of Treasury Shares	FOR	FOR	FOR
Lvmh Moët Hennessy Vuitton SE	France	4/21/2022	5	Elect Bernard Arnault	FOR	AGAINST	AGAINST
			9	Elect Yann Arthus-Bertrand as Censor	FOR	AGAINST	AGAINST
			10	2022 Directors' Fees	FOR	AGAINST	AGAINST
			14	Remuneration Report	FOR	AGAINST	AGAINST
			15	2021 Remuneration of Bernard Arnault, Chair and CEO	FOR	AGAINST	AGAINST
			16	2021 Remuneration of Antonio Belloni, Deputy CEO	FOR	AGAINST	AGAINST
			17	2022 Remuneration Policy (Board of Directors)	FOR	AGAINST	AGAINST
			18	2022 Remuneration Policy (Chair and CEO)	FOR	AGAINST	AGAINST
			19	2022 Remuneration Policy (Deputy CEO)	FOR	AGAINST	AGAINST
			22	Authority to Issue Performance Shares	FOR	AGAINST	AGAINST
			23	Amendments to Articles Regarding the CEO's Age Limit and Shareholder Notification Requirements	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			6	Elect Sophie Chassat	FOR	FOR	FOR
			7	Elect Clara Gaymard	FOR	FOR	FOR
			8	Elect Hubert Védrine	FOR	FOR	FOR
			11	Appointment of Auditor (Mazars)	FOR	FOR	FOR
			12	Appointment of Auditor (Deloitte)	FOR	FOR	FOR
			13	Non-Renewal of Alternate Auditors (Auditex and Olivier Lene)	FOR	FOR	FOR
			20	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			21	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
Mx Kliniken AG	Germany	7/13/2022	2	Allocation of Profits	FOR	ABSTAIN	ABSTAIN

			3	Ratification of Management Board Acts	FOR	AGAINST	AGAINST
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5	Appointment of Auditor	FOR	FOR	FOR
McKesson Europe AG	Germany	2/4/2022	2	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			3	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			4	Appointment of Auditor	FOR	AGAINST	AGAINST
			5	Authority to Repurchase and Reissue Shares	FOR	AGAINST	FOR
		7/29/2022	2	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			3	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			4	Appointment of Auditor	FOR	AGAINST	AGAINST
Mercedes-Benz Group AG	Germany	4/29/2022	6.2	Elect Marco Gobetti	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5.1	Appointment of Auditor FOR 2022 Financial Statements	FOR	FOR	FOR
			5.2	Appointment of Auditor for Interim Statements	FOR	FOR	FOR
			6.1	Elect Dame Veronica Anne Courtice	FOR	FOR	FOR
			7	Remuneration Report	FOR	FOR	FOR
Merck KGAA	Germany	4/22/2022	5	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			9	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			2	Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Ratification of Management Board Acts	FOR	FOR	FOR
			6	Appointment of Auditor	FOR	FOR	FOR
			7	Appointment of Auditor (FY 2023)	FOR	FOR	FOR
			8	Remuneration Report	FOR	FOR	FOR
Morphosys AG	Germany	5/18/2022	2	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			8	Management Board Remuneration Policy	FOR	ABSTAIN	ABSTAIN
			3	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5	Elect Andrew Cheng as Member of the Supervisory Board	FOR	AGAINST	AGAINST
			9	Remuneration Report	FOR	AGAINST	AGAINST
			4	Appointment of Auditor	FOR	FOR	FOR
			6	Cancellation of Conditional and Authorised Capital	FOR	FOR	FOR

			7	Increase in Authorised Capital	FOR	FOR	FOR
MTU Aero Engines AG	Germany	5/5/2022	8	Remuneration Report	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Supervisory Board Remuneration Policy	FOR	FOR	FOR
			7	Elect Gordon Riske as Supervisory Board Chair	FOR	FOR	FOR
Muenchener Rueckversicherungs-	Germany	4/28/2022	2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			7	Amendments to Articles	FOR	FOR	FOR
			8	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
Nuernberger Beteiligungs AG	Germany	4/27/2022	3	Ratification of Management Board Acts	FOR	ABSTAIN	FOR
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	FOR
			7	Appointment of Auditor	FOR	AGAINST	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			5	Conversion of Bearer Shares into Registered Shares	FOR	FOR	FOR
			6	Approval of Intra-Company Control Agreement	FOR	FOR	FOR
OMV AG	Austria	6/3/2022	3	Ratification of Management Board Acts	FOR	AGAINST	AGAINST
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			9.A	Long Term Incentive Plan 2022	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			5	Supervisory Board Members' Fees	FOR	FOR	FOR
			6	Appointment of Auditor	FOR	FOR	FOR
			7	Remuneration Report	FOR	FOR	FOR
			8	Management Board Remuneration Policy	FOR	FOR	FOR
			9.B	Annual Bonus Equity Deferral 2022	FOR	FOR	FOR
			10.A	Elect Edith Hlawati	FOR	FOR	FOR
			10.B	Elect Elisabeth Stadler	FOR	FOR	FOR
			10.C	Elect Robert Stajic	FOR	FOR	FOR

			10.D	Elect Jean-Baptiste Renard	FOR	FOR	FOR
			10.E	Elect Stefan Doboczky	FOR	FOR	FOR
			10.F	Elect Gertrude Tumpel-Gugerell	FOR	FOR	FOR
Pedemontana	Italy	11/3/2022	1	Hereby: (A) Approves The Proposals To Which This Ordinary Resolution Relates Which Are Set Out In The Stid Proposal Dated 11 October 2022 From The Issuer (The Stid Proposal) And Their Implementation On And Subject To The Conditions Set Out Therein	DO NOT VOTE	DO NOT VOTE	FOR
Pernod Ricard	France	11/10/2022	8	2021 Remuneration of Alexandre Ricard, Chair and CEO	FOR	AGAINST	AGAINST
			9	2022 Remuneration Policy (Chair and CEO)	FOR	AGAINST	AGAINST
			10	2021 Remuneration Report	FOR	AGAINST	AGAINST
			1	Accounts and Reports; Non Tax Deductible Expenses	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Elect Patricia Barbizet	FOR	FOR	FOR
			5	Elect Ian Gallienne	FOR	FOR	FOR
			6	Appointment of Auditor (KPMG)	FOR	FOR	FOR
			7	Non-Renewal of Alternate Auditor (Salustro Reydel)	FOR	FOR	FOR
			11	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			12	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			13	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			14	Authorisation of Legal Formalities	FOR	FOR	FOR
ProSiebenSat.1 Media AG	Germany	5/5/2022	2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			7.1	Elect Andreas Wiele	FOR	FOR	FOR
			7.2	Elect Bert Habets	FOR	FOR	FOR
			7.3	Elect Rolf Nonnenmacher	FOR	FOR	FOR
Prosus NV	Netherlands	8/24/2022	2.	Remuneration Report	FOR	AGAINST	AGAINST
			4.	Allocation of Profits/Dividends	FOR	AGAINST	AGAINST
			5.	Ratification of Executives' Acts	FOR	AGAINST	AGAINST
			6.	Ratification of Non-Executives' Acts	FOR	AGAINST	AGAINST
			7.	Remuneration Policy Executive and Non-Executive Directors	FOR	AGAINST	AGAINST
			12.	Authority to Repurchase Shares	FOR	AGAINST	AGAINST

			3.	Accounts and Reports	FOR	FOR	FOR
			8.	Elect Sharmistha Dubey to the Board of Directors	FOR	FOR	FOR
			9.1.	Elect Jacobus (Koos) P. Bekker to the Board of Directors	FOR	FOR	FOR
			9.2.	Elect Debra Meyer to the Board of Directors	FOR	FOR	FOR
			9.3.	Elect Steve JZ. Pacak to the Board of Directors	FOR	FOR	FOR
			9.4.	Elect Cobus Stofberg to the Board of Directors	FOR	FOR	FOR
			10.	Appointment of Auditor	FOR	FOR	FOR
			11.	Authority to Issue Shares w/ or w/o Preemptive Rights	FOR	FOR	FOR
			13.	Cancellation of Shares	FOR	FOR	FOR
Puma SE	Germany	5/11/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
			10	Remuneration Report	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			8	Amendments to Articles (Supervisory Board Term)	FOR	FOR	FOR
			9	Amendments to Articles (Right to Attend Annual General Meeting)	FOR	FOR	FOR
Repsol S.A.	Spain	5/5/2022	4	Ratification of Board Acts	FOR	AGAINST	AGAINST
			9	Authority to Issue Shares w/ or w/o Preemptive Rights	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Report on Non-Financial Information	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Special Dividend	FOR	FOR	FOR
			7	First Authority to Cancel Treasury Shares and Reduce Capital	FOR	FOR	FOR
			8	Second Authority to Cancel Treasury Shares and Reduce Capital	FOR	FOR	FOR
			10	Authority to Repurchase Shares	FOR	FOR	FOR
			11	Elect María del Carmen Ganyet i Cirera	FOR	FOR	FOR
			12	Elect Ignacio Martín San Vicente	FOR	FOR	FOR
			13	Ratification of Co-Option of Emiliano López Achurra	FOR	FOR	FOR
			14	Ratification of Co-Option of José Iván Martín Ullarte	FOR	FOR	FOR
			15	Remuneration Report	FOR	FOR	FOR

			16	Long-term Incentive Plan	FOR	FOR	FOR
			17	Advisory Vote on Energy Transition Strategy	FOR	FOR	FOR
			18	Authorisation of Legal Formalities	FOR	FOR	FOR
Safran SA	France	5/25/2022	3	Allocation of Profits/Dividends	FOR	AGAINST	AGAINST
			9	2022 Remuneration of Olivier Andriès, CEO	FOR	AGAINST	AGAINST
			10	2022 Remuneration Report	FOR	AGAINST	AGAINST
			13	2022 Remuneration Policy (CEO)	FOR	AGAINST	AGAINST
			1	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			4	Elect Monique Cohen	FOR	FOR	FOR
			5	Elect F&P (Robert Peugeot)	FOR	FOR	FOR
			6	Appointment of Auditor (Mazars); Non Renewal of Alternate Auditor (Gilles Rainaut)	FOR	FOR	FOR
			7	Appointment of Auditor (Ernst & Young); Non-Renewal of Auditor (Auditex)	FOR	FOR	FOR
			8	2022 Remuneration of Ross McInnes, Chair	FOR	FOR	FOR
			11	2022 Directors' Fees	FOR	FOR	FOR
			12	2022 Remuneration Policy (Chair)	FOR	FOR	FOR
			14	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			15	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			16	Amendments to Articles Regarding the Company's Duration	FOR	FOR	FOR
			17	Authorisation of Legal Formalities	FOR	FOR	FOR
Sanofi	France	5/3/2022	11	2021 Remuneration Report	FOR	AGAINST	AGAINST
			13	2021 Remuneration of Paul Hudson, CEO	FOR	AGAINST	AGAINST
			16	2022 Remuneration Policy (CEO)	FOR	AGAINST	AGAINST
			1	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends (Ordinary Dividend and Distribution in Kind of EUROAPI Shares)	FOR	FOR	FOR
			4	Elect Paul Hudson	FOR	FOR	FOR
			5	Elect Christophe Babule	FOR	FOR	FOR
			6	Elect Patrick Kron	FOR	FOR	FOR
			7	Elect Gilles Schnepf	FOR	FOR	FOR
			8	Elect Carole Ferrand	FOR	FOR	FOR
			9	Elect Emile Voest	FOR	FOR	FOR
			10	Elect Antoine Yver	FOR	FOR	FOR

			12	2021 Remuneration of Serge Weinberg, Chair	FOR	FOR	FOR
			14	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			15	2022 Remuneration Policy (Chair)	FOR	FOR	FOR
			17	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			18	Amendments to Article 25 Regarding Dividends	FOR	FOR	FOR
			19	Authorisation of Legal Formalities	FOR	FOR	FOR
Sap SE	Germany	5/18/2022	8.4	Elect Jennifer Xin-Zhe Li	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor (FY 2022)	FOR	FOR	FOR
			6	Appointment of Auditor FY (2023)	FOR	FOR	FOR
			7	Remuneration Report	FOR	FOR	FOR
			8.1	Elect Hasso Plattner	FOR	FOR	FOR
			8.2	Elect Rouven Westphal	FOR	FOR	FOR
			8.3	Elect Gunnar Wiedenfels	FOR	FOR	FOR
			9	Supervisory Board Remuneration Policy	FOR	FOR	FOR
Schneider Electric SE	France	5/5/2022	7	2021 Remuneration Report	FOR	AGAINST	AGAINST
			8	2021 Remuneration of Jean-Pascal Tricoire, Chair and CEO	FOR	AGAINST	AGAINST
			9	2022 Remuneration Policy (Chair and CEO)	FOR	AGAINST	AGAINST
			1	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			5	Appointment of Auditor (Mazars); Non-Renewal of Alternate Auditor (Thierry Blanchetier)	FOR	FOR	FOR
			6	Appointment of Auditor (PricewaterhouseCoopers); Non-Renewal of Alternate Auditor (Auditex)	FOR	FOR	FOR
			10	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			11	Elect Linda Knoll	FOR	FOR	FOR
			12	Elect Anders Runevad	FOR	FOR	FOR
			13	Elect Nivedita Krishnamurthy Bhagat	FOR	FOR	FOR
			14	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			15	Authority to Issue Performance Shares	FOR	FOR	FOR
			16	Employee Stock Purchase Plan	FOR	FOR	FOR

			17	Stock Purchase Plan for Overseas Employees	FOR	FOR	FOR
			18	Merger by Absorption of IGE+XAO	FOR	FOR	FOR
			19	Authorisation of Legal Formalities	FOR	FOR	FOR
Scout24 SE	Germany	6/30/2022	2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			7	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			8	Supervisory Board Remuneration Policy	FOR	FOR	FOR
Siemens AG	Germany	2/10/2022	2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3.1	Ratify Roland Busch	FOR	FOR	FOR
			3.2	Ratify Klaus Helmrich	FOR	FOR	FOR
			3.3	Ratify Joe Kaeser	FOR	FOR	FOR
			3.4	Ratify Cedrik Neike	FOR	FOR	FOR
			3.5	Ratify Matthias Rebellius	FOR	FOR	FOR
			3.6	Ratify Ralf P. Thomas	FOR	FOR	FOR
			3.7	Ratify Judith Wiese	FOR	FOR	FOR
			4.1	Ratify Jim Hagemann Snabe	FOR	FOR	FOR
			4.2	Ratify Birgit Steinborn	FOR	FOR	FOR
			4.3	Ratify Werner Brandt	FOR	FOR	FOR
			4.4	Ratify Tobias Bäuml	FOR	FOR	FOR
			4.5	Ratify Michael Diekmann	FOR	FOR	FOR
			4.6	Ratify Andrea Fehrmann	FOR	FOR	FOR
			4.7	Ratify Bettina Haller	FOR	FOR	FOR
			4.8	Ratify Harald Kern	FOR	FOR	FOR
			4.9	Ratify Jürgen Kerner	FOR	FOR	FOR
			4.10	Ratify Nicola Leibinger-Kammüller	FOR	FOR	FOR
			4.11	Ratify Benoît Potier	FOR	FOR	FOR
			4.12	Ratify Hagen Reimer	FOR	FOR	FOR
			4.13	Ratify Norbert Reithofer	FOR	FOR	FOR
			4.14	Ratify Kasper Rørsted	FOR	FOR	FOR
			4.15	Ratify Nemat Shafik	FOR	FOR	FOR

	4.16	Ratify Nathalie von Siemens	FOR	FOR	FOR			
	4.17	Ratify Michael Sigmund	FOR	FOR	FOR			
	4.18	Ratify Dorothea Simon	FOR	FOR	FOR			
	4.19	Ratify Grazia Vittadini	FOR	FOR	FOR			
	4.20	Ratify Werner Wenning	FOR	FOR	FOR			
	4.21	Ratify Matthias Zachert	FOR	FOR	FOR			
	4.22	Ratify Gunnar Zukunft	FOR	FOR	FOR			
	5	Appointment of Auditor	FOR	FOR	FOR			
	6	Remuneration Report	FOR	FOR	FOR			
Siemens Energy AG		Germany	2/24/2022	2	Allocation of Profits/Dividends	FOR	ABSTAIN	ABSTAIN
				5	Appointment of Auditor	FOR	AGAINST	AGAINST
	3.1	Ratify Christian Bruch	FOR	FOR	FOR			
	3.2	Ratify Maria Ferraro	FOR	FOR	FOR			
	3.3	Ratify Jochen Eickholt	FOR	FOR	FOR			
	3.4	Ratify Tim Oliver Holt	FOR	FOR	FOR			
	4.1	Ratify Joe Kaeser	FOR	FOR	FOR			
	4.2	Ratify Robert Kensbock	FOR	FOR	FOR			
	4.3	Ratify Hubert Lienhard	FOR	FOR	FOR			
	4.4	Ratify Günter Augustat	FOR	FOR	FOR			
	4.5	Ratify Manfred Bäreis	FOR	FOR	FOR			
	4.6	Ratify Christine Bortenlänger	FOR	FOR	FOR			
	4.7	Ratify Andrea Fehrmann	FOR	FOR	FOR			
	4.8	Ratify Andreas Feldmüller	FOR	FOR	FOR			
	4.9	Ratify Nadine Florian	FOR	FOR	FOR			
	4.10	Ratify Sigmar Gabriel	FOR	FOR	FOR			
	4.11	Ratify Rüdiger Groß	FOR	FOR	FOR			
	4.12	Ratify Horst Hakelberg	FOR	FOR	FOR			
	4.13	Ratify Jürgen Kerner	FOR	FOR	FOR			
	4.14	Ratify Hildegard Müller	FOR	FOR	FOR			
	4.15	Ratify Laurence Mulliez	FOR	FOR	FOR			
	4.16	Ratify Matthias Rebellius	FOR	FOR	FOR			
	4.17	Ratify Hagen Reimer	FOR	FOR	FOR			
	4.18	Ratify Ralf P. Thomas	FOR	FOR	FOR			

			4.19	Ratify Geisha Jimenez Williams	FOR	FOR	FOR
			4.20	Ratify Randy Zwirn	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
Siemens Healthineers AG	Germany	2/15/2022	4.1	Ratify Ralf P. Thomas	FOR	AGAINST	AGAINST
			4.2	Ratify Norbert Gaus	FOR	AGAINST	AGAINST
			4.3	Ratify Roland Busch	FOR	AGAINST	AGAINST
			4.4	Ratify Marion Helmes	FOR	AGAINST	AGAINST
			4.5	Ratify Andreas Hoffmann	FOR	AGAINST	AGAINST
			4.6	Ratify Philipp Roesler	FOR	AGAINST	AGAINST
			4.7	Ratify Peer Schatz	FOR	AGAINST	AGAINST
			4.8	Ratify Nathalie Von Siemens	FOR	AGAINST	AGAINST
			4.9	Ratify Gregory Sorensen	FOR	AGAINST	AGAINST
			4.10	Ratify Karl-Heinz Streibich	FOR	AGAINST	AGAINST
			5	Appointment of Auditor	FOR	AGAINST	AGAINST
			6	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	AGAINST	AGAINST
			8	Authority to Repurchase and Reissue Shares	FOR	AGAINST	FOR
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3.1	Ratify Bernhard Montag	FOR	FOR	FOR
			3.2	Ratify Jochen Schmitz	FOR	FOR	FOR
			3.3	Ratify Christoph Zindel	FOR	FOR	FOR
			3.4	Ratify Darleen Caron	FOR	FOR	FOR
			9	Remuneration Report	FOR	FOR	FOR
Solvay SA	Belgium	5/10/2022	5.	Ratification of Board Acts	FOR	AGAINST	AGAINST
			7.	Remuneration Report	FOR	AGAINST	AGAINST
			8.	Remuneration Policy	FOR	AGAINST	AGAINST
			4.	Accounts and Reports; Allocation of Profits and Dividends	FOR	FOR	FOR
			6.	Ratification of Auditor's Acts	FOR	FOR	FOR
			9.b	Elect Gilles Michel to the Board of Directors	FOR	FOR	FOR
			9.c	Ratification of Independence of Gilles Michel	FOR	FOR	FOR
			9.d	Elect Matti Lievonen to the Board of Directors	FOR	FOR	FOR
			9.e	Ratification of Independence of Matti Lievonen	FOR	FOR	FOR
			9.f	Elect Rosemary Thorne to the Board of Directors	FOR	FOR	FOR

			9.g	Ratification of Independence of Rosemary Thorne	FOR	FOR	FOR
			9.h	Elect Pierre Gurdjian to the Board of Directors	FOR	FOR	FOR
			9.i	Ratification of Independence of Pierre Gurdjian	FOR	FOR	FOR
			9.J	Elect Laurence Debroux to the Board of Directors	FOR	FOR	FOR
			9.k	Ratification of Independence of Laurence Debroux	FOR	FOR	FOR
			10.a	Appointment of Auditor	FOR	FOR	FOR
			10.b	Authority to Set Auditor's Fees	FOR	FOR	FOR
Sudzucker AG.	Germany	7/14/2022	2	Allocation of Profits/Dividends	FOR	AGAINST	AGAINST
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			5.1	Elect Helmut Friedl	FOR	AGAINST	AGAINST
			5.2	Elect Erwin Hameseder	FOR	AGAINST	AGAINST
			5.3	Elect Veronika Haslinger	FOR	AGAINST	AGAINST
			5.4	Elect Georg Koch	FOR	AGAINST	AGAINST
			5.5	Elect Susanne Kunschert	FOR	AGAINST	AGAINST
			5.6	Elect Walter Manz	FOR	AGAINST	AGAINST
			5.7	Elect Julia Merkel	FOR	AGAINST	AGAINST
			5.8	Elect Joachim Rukwied	FOR	AGAINST	AGAINST
			5.9	Elect Clemens Schaaf	FOR	AGAINST	AGAINST
			5.10	Elect Stefan Streng	FOR	AGAINST	AGAINST
			7	Remuneration Report	FOR	AGAINST	AGAINST
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			6	Appointment of Auditor	FOR	FOR	FOR
Symrise AG	Germany	5/3/2022	6	Remuneration Report	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7	Management Board Remuneration Policy	FOR	FOR	FOR
TeamViewer AG	Germany	5/17/2022	2	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			3	Ratification of Supervisory Board Acts	FOR	ABSTAIN	ABSTAIN
			4.1	Appointment of Auditor for Fiscal Year 2022	FOR	FOR	FOR
			4.2	Appointment of Auditor for Interim Statements until 2023 AGM	FOR	FOR	FOR
			5	Remuneration Report	FOR	FOR	FOR

			6	Elect Hera Kitwan Siu as Supervisory Board Member	FOR	FOR	FOR
			7	Change of Legal FORM	FOR	FOR	FOR
			8	Authority to Repurchase and Reissue Shares (Including Usage of Equity Derivatives)	FOR	FOR	FOR
thyssenkrupp AG	Germany	2/4/2022	8	Authority to Repurchase and Reissue Shares	FOR	AGAINST	FOR
			9	Authority to Repurchase Shares Using Equity Derivatives	FOR	AGAINST	FOR
			2	Ratification of Management Board Acts	FOR	FOR	FOR
			3	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			4	Appointment of Auditor	FOR	FOR	FOR
			5	Remuneration Report	FOR	FOR	FOR
			6	Increase in Authorised Capital	FOR	FOR	FOR
			7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	FOR	FOR	FOR
			10	Approval of Intra-Company Control Agreement	FOR	FOR	FOR
TotalEnergies SE	France	5/25/2022	A	Elect Marina Delendik	AGAINST	AGAINST	AGAINST
			B	Elect Alexandre Garrot	AGAINST	AGAINST	AGAINST
			C	Elect Agueda Marin	AGAINST	AGAINST	AGAINST
			10	2021 Remuneration Report	FOR	AGAINST	AGAINST
			12	2021 Remuneration of Patrick Pouyanné, Chair and CEO	FOR	AGAINST	AGAINST
			13	2022 Remuneration Policy (Chair and CEO)	FOR	AGAINST	AGAINST
			17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	FOR	AGAINST	AGAINST
			1	Accounts and Reports	FOR	FOR	FOR
			2	Consolidated Accounts and Reports	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			4	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			5	Special Auditors Report on Regulated Agreements	FOR	FOR	FOR
			6	Elect Lise Croteau	FOR	FOR	FOR
			7	Elect Maria van der Hoeven	FOR	FOR	FOR
			8	Elect Jean Lemierre	FOR	FOR	FOR
			9	Elect Emma de Jonge	FOR	FOR	FOR
			11	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			14	Appointment of Auditor (Ernst & Young)	FOR	FOR	FOR
			15	Appointment of Auditor (PricewaterhouseCoopers)	FOR	FOR	FOR
			16	Opinion on 2022 Sustainability and Climate Progress Report	FOR	FOR	FOR
			18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	FOR	FOR	FOR

			19	Authority to Issue Shares and Convertible Debt Through Private Placement	FOR	FOR	FOR
			20	Greenshoe	FOR	FOR	FOR
			21	Authority to Increase Capital in Consideration for Contributions in Kind (France)	FOR	FOR	FOR
			22	Employee Stock Purchase Plan	FOR	FOR	FOR
			23	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
Uniper SE	Germany	5/18/2022	2	Allocation of Profits/Dividends	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			7.1	Elect Markus Rauramo	FOR	AGAINST	AGAINST
			7.2	Elect Bernhard P. Günther	FOR	AGAINST	AGAINST
			7.5	Elect Esa Hyärinen	FOR	AGAINST	AGAINST
			7.6	Elect Nora Steiner-FORSBERG	FOR	AGAINST	AGAINST
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7.3	Elect Werner Brinker	FOR	FOR	FOR
			7.4	Elect Judith Buss	FOR	FOR	FOR
United Internet AG	Germany	5/19/2022	4	Ratification of Supervisory Board Acts	FOR	AGAINST	AGAINST
			6	Remuneration Report	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3.1	Ratify Ralph Dommermuth	FOR	FOR	FOR
			3.2	Ratify Martin Mildner	FOR	FOR	FOR
			5	Appointment of Auditor	FOR	FOR	FOR
			7	Amendments to Articles (Supervisory Board Term)	FOR	FOR	FOR
			8	Supervisory Board Remuneration Policy	FOR	FOR	FOR
Universal Music Group N.V.	Netherlands	5/12/2022	3.	Remuneration Report	FOR	AGAINST	AGAINST
			6.a.	Ratification of Executives Directors' Acts	FOR	AGAINST	AGAINST
			6.b.	Ratification of Non-Executives Directors' Acts	FOR	AGAINST	AGAINST
			8.a.	Capital Increase for Equity Grant	FOR	AGAINST	AGAINST
			8.b.	Long-Term Incentive Grants and Special Grants	FOR	AGAINST	AGAINST
			4.	Accounts and Reports	FOR	FOR	FOR
			5.b.	Allocation of Profits/Dividends	FOR	FOR	FOR
			7.a.	Elect William A. Ackman	FOR	FOR	FOR
			7.b.	Elect Nicole Avant	FOR	FOR	FOR

			7.c.	Elect Cyrille Bolloré		FOR	FOR	FOR
			7.d.	Elect Sherry Lansing		FOR	FOR	FOR
			9.	Authority to Repurchase Shares		FOR	FOR	FOR
			10.	Appointment of Auditor		FOR	FOR	FOR
Veolia Environnement	France	6/15/2022	4	Allocation of Profits/Dividends		FOR	AGAINST	AGAINST
			6	Elect Antoine Frérot		FOR	AGAINST	AGAINST
			9	2021 Remuneration of Antoine Frérot, Chair and CEO		FOR	AGAINST	AGAINST
			10	2021 Remuneration Report		FOR	AGAINST	AGAINST
			11	2022 Remuneration Policy (Chair and CEO from January 1, 2022 to June 30, 2022)		FOR	AGAINST	AGAINST
			12	2022 Exceptional Award on Remuneration Policy (Chair and CEO from January 1, 2022 to June 30, 2022)		FOR	AGAINST	AGAINST
			13	2022 Remuneration Policy (Chair from July 1, 2022 to December 31, 2022)		FOR	AGAINST	AGAINST
			14	2022 Remuneration Policy (CEO from July 1, 2022 to December 31, 2022)		FOR	AGAINST	AGAINST
			17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		FOR	AGAINST	AGAINST
			1	Accounts and Reports		FOR	FOR	FOR
			2	Consolidated Accounts and Reports		FOR	FOR	FOR
			3	Non Tax-Deductible Expenses		FOR	FOR	FOR
			5	Special Auditors Report on Regulated Agreements		FOR	FOR	FOR
			7	Elect Estelle Brachlianoﬀ		FOR	FOR	FOR
			8	Elect Agata Mazurek-Bak		FOR	FOR	FOR
			15	2022 Remuneration Policy (Non-Executive Directors)		FOR	FOR	FOR
			16	Authority to Repurchase and Reissue Shares		FOR	FOR	FOR
			18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		FOR	FOR	FOR
			19	Authority to Issue Shares and Convertible Debt Through Private Placement		FOR	FOR	FOR
			20	Authority to Increase Capital in Consideration for Contributions in Kind (France)		FOR	FOR	FOR
			21	Green Shoe		FOR	FOR	FOR
			22	Authority to Increase Capital Through Capitalisations		FOR	FOR	FOR
			23	Employee Stock Purchase Plan		FOR	FOR	FOR
			24	Stock Purchase Plan for Overseas Employees		FOR	FOR	FOR
			25	Authority to Issue Performance and Restricted Shares		FOR	FOR	FOR
			26	Authority to Cancel Shares and Reduce Capital		FOR	FOR	FOR
			27	Authorisation of Legal Formalities		FOR	FOR	FOR
Vinci	France	4/12/2022	4	Elect Xavier Huillard		FOR	AGAINST	AGAINST
			12	2022 Remuneration Policy (Executives)		FOR	AGAINST	AGAINST

			13	2021 Remuneration Report	FOR	AGAINST	AGAINST
			14	2021 Remuneration of Xavier Huillard, Chair and CEO	FOR	AGAINST	AGAINST
			1	Consolidated Accounts and Reports	FOR	FOR	FOR
			2	Accounts and Reports; Non Tax-Deductible Expenses	FOR	FOR	FOR
			3	Allocation of Profits/Dividends	FOR	FOR	FOR
			5	Elect Marie-Christine Lombard	FOR	FOR	FOR
			6	Elect René Médori	FOR	FOR	FOR
			7	Elect Qatar Holding LLC (Abdullah Hamad Al-Attiyah)	FOR	FOR	FOR
			8	Elect Claude Laruelle	FOR	FOR	FOR
			9	Relocation of Corporate Headquarters	FOR	FOR	FOR
			10	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			11	2022 Remuneration Policy (Board of Directors)	FOR	FOR	FOR
			15	Authority to Cancel Shares and Reduce Capital	FOR	FOR	FOR
			16	Employee Stock Purchase Plan	FOR	FOR	FOR
			17	Stock Purchase Plan for Overseas Employees	FOR	FOR	FOR
			18	Authorisation of Legal Formalities	FOR	FOR	FOR
Vonovia SE	Germany	4/29/2022	8.2	Elect Jürgen Fenk	FOR	AGAINST	AGAINST
			9	Increase in Authorised Capital	FOR	AGAINST	AGAINST
			2	Allocation of Profits/Dividends	FOR	FOR	FOR
			3	Ratification of Management Board Acts	FOR	FOR	FOR
			4	Ratification of Supervisory Board Acts	FOR	FOR	FOR
			5.1	Appointment of Auditor (FY2022)	FOR	FOR	FOR
			5.2	Appointment of Auditor for Interim Statements (FY2023)	FOR	FOR	FOR
			6	Remuneration Report	FOR	FOR	FOR
			7	Supervisory Board Remuneration Policy	FOR	FOR	FOR
			8.1	Elect Matthias Hünlein	FOR	FOR	FOR
			10	Authority to Repurchase and Reissue Shares	FOR	FOR	FOR
			11	Authority to Repurchase Shares Using Equity Derivatives	FOR	FOR	FOR
Zalando SE	Germany	5/18/2022	3	Ratification of Management Board Acts	FOR	ABSTAIN	ABSTAIN
			4	Ratification of Supervisory Board Acts	FOR	ABSTAIN	ABSTAIN
			6	Remuneration Report	FOR	AGAINST	AGAINST
			7	Amendments to Stock Option Plans	FOR	AGAINST	AGAINST
			2	Allocation of Profits	FOR	FOR	FOR

5.1	Appointment of Auditor for Fiscal Year 2022	FOR	FOR	FOR
5.2	Appointment of Auditor for Interim Statements until 2023 AGM	FOR	FOR	FOR
