

Società	Data dell'assemblea	Settore	Paese	Tipologia	Proposta	Istruzione di voto	Denominazione fondi
Aegon NV	17-gen-23	Insurance	Netherlands	Extraordinary Shareholders	Approve Sale of Aegon Nederland	For	Eps QReturn
					Close Meeting	No voting items	
					Open Meeting	No voting items	
					Other Business (Non-Voting)	No voting items	
ASR Nederland NV	17-gen-23	Insurance	Netherlands	Extraordinary Shareholders	Allow Questions	No voting items	Eps QValue
					Announce Nomination by Supervisory Board to Appoint Two New Members of the Supervisory Board	No voting items	
					Approve Acquisition of Aegon Nederland	For	
					Authorize Board to Exclude Preemptive Rights	For	
					Close Meeting	No voting items	
					Elect Danielle Jansen Heijtmajer to Supervisory Board	For	
					Elect Lard Friese to Supervisory Board	For	
					Extend Term of Appointment of Jos Baeten as Member and Chairman of the Executive Board	No voting items	
					Grant Board Authority to Issue Shares	For	
					Open Meeting	No voting items	
Opportunity to Make Recommendations to the Supervisory Board	For						
Linde Plc	18-gen-23	Chemicals	Ireland	Extraordinary Shareholders	Amend Articles of Association	For	Eps European Equity Large Cap Index
					Approve Common Draft Terms of Merger	For	
					Approve Scheme of Arrangement	For	
Linde Plc	18-gen-23	Chemicals	Ireland	Court	Approve Scheme of Arrangement	For	Eps QValue
Visa Inc.	24-gen-23	Financial Services	USA	Annual	Approve Scheme of Arrangement	For	Eps DLongRun
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Alfred F. Kelly, Jr.	For	
					Elect Director Denise M. Morrison	For	
					Elect Director Francisco Javier Fernandez-Carbajal	For	
					Elect Director John F. Lundgren	For	
					Elect Director Kermit R. Crawford	For	
					Elect Director Linda J. Rendle	For	
					Elect Director Lloyd A. Carney	For	
					Elect Director Maynard G. Webb, Jr.	Against	
					Elect Director Ramon Laguarta	For	
					Elect Director Teri L. List	For	
Ratify KPMG LLP as Auditors	For						
Require Independent Board Chair	For						
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Amend Articles Re: Registration in the Share Register	For	
					Approve Allocation of Income and Dividends of EUR 4.25 per Share	For	
					Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	For	
					Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	For	
					Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	For	
					Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	For	
					Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	For	

Company	Date	Industry	Country	Meeting Type	Item	Vote	Value
Siemens AG	09-feb-23	Industrial Conglomerates	Germany	Annual	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For	Eps QValue
					Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	For	
					Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	For	
					Elect Benoit Potier to the Supervisory Board	For	
					Elect Keryn Lee James to the Supervisory Board	For	
					Elect Martina Merz to the Supervisory Board	For	
					Elect Matthias Zachert to the Supervisory Board	For	
					Elect Nathalie von Siemens to the Supervisory Board	For	
					Elect Regina Dugan to the Supervisory Board	For	
					Elect Werner Brandt to the Supervisory Board	For	
					Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	No voting items	
					Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	For	
					Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	
Amend Remuneration Policy	For						
Approve Allocation of Income and Dividends of DKK 27 Per Share	For						
Approve Remuneration of Directors in the Amount of DKK 2.05 Million for Chairman, DKK 910,000 for Vice Chair and DKK 455,000 for Other Directors;							
Approve Remuneration for Committee Work	For						
Approve Remuneration Report (Advisory Vote)	For						
Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For						
Ratify PricewaterhouseCoopers as Auditors	For						

Company	Date	Industry	Country	Meeting Type	Item	Vote	Value
Carlsberg A/S	13-mar-23	Beverages	Denmark	Annual	Reelect Henrik Poulsen as New Director	Abstain	Eps QValue
					Reelect Lilian Fossum Biner as Director	For	
					Reelect Magdi Batato as Director	For	
					Reelect Majken Schultz as New Director	For	
					Reelect Mikael Aro as Director	For	
					Reelect Punita Lal as Director	For	
					Reelect Richard Burrows as Director	Abstain	
					Reelect Soren-Peter Fuchs Olesen as Director	Abstain	
					Report on Efforts and Risks Related to Human Rights	For	
					Receive Report of Board	No voting items	
					Approve DKK 90 Million Reduction in Share Capital via Share Cancellation	For	
					Accept Annual Report for Fiscal Year Ended September 30, 2022	For	
					Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Articles to Reflect Changes in Capital	For	
					Approve Allocation of Available Earnings at September 30, 2022	For	
					Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	For	
					Approve Declaration of Dividend	For	
					Approve Discharge of Board and Senior Management	For	
Approve Reduction in Share Capital via Cancellation of Shares	For						
Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	For						
Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	For						
Approve Remuneration Report	For						
Authorize Share Repurchase Program	For						
Designate Rene Schwarzenbach as Independent Proxy	Abstain						
Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For						
Elect Board Chairman Thomas J. Lynch	For						
Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	For						
Elect Director Abhijit Y. Talwalkar	For						
Elect Director Dawn C. Willoughby	For						
Elect Director Jean-Pierre Clamadieu	For						
Elect Director Laura H. Wright	For						

Company	Date	Industry	Country	Period	Item	Vote	Metric
TE Connectivity Ltd.	15-mar-23	Electronic Equipment, Instruments	Switzerland	Annual			Eps DLongRun
					Elect Director Lynn A. Dugle	For	
					Elect Director Mark C. Trudeau	For	
					Elect Director Terrence R. Curtin	For	
					Elect Director Thomas J. Lynch	For	
					Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	
					Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	
					Ratify Deloitte AG as Swiss Registered Auditors	For	
					Ratify PricewaterhouseCoopers AG as Special Auditors	For	
					Elect Director Carol A. (John) Davidson	For	
Banco Bilbao Vizcaya Argentaria SA	16-mar-23	Banks	Spain	Annual			Eps QValue
					Elect Director William A. Jeffrey	For	
					Elect Director Heath A. Mitts	For	
					Advisory Vote on Remuneration Report	For	
					Approve Allocation of Income and Dividends	For	
					Approve Consolidated and Standalone Financial Statements	For	
					Approve Discharge of Board	For	
Approve Non-Financial Information Statement	For						
Banco Bilbao Vizcaya Argentaria SA	16-mar-23	Banks	Spain	Annual	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	
					Approve Remuneration Policy	For	

					Authorize Board to Ratify and Execute Approved Resolutions	For	
					Elect Sonia Lilia Dula as Director	For	
					Fix Maximum Variable Compensation Ratio	For	
					Reelect Ana Leonor Revenga Shanklin as Director	For	
					Reelect Carlos Vicente Salazar Lomelin as Director	For	
					Reelect Lourdes Maiz Carro as Director	For	
					Reelect Raul Catarino Galamba de Oliveira as Director	For	
					Accept Financial Statements and Statutory Reports	For	
					Acknowledge Proper Convening of Meeting	No voting items	
					Allow Shareholder Meetings to be Held by Electronic Means Only	Against	
					Approve Allocation of Income and Dividends of EUR 1.60 Per Share; Approve Charitable Donations of up to EUR 350,000	For	
					Approve Discharge of Board, President and CEO	For	
					Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	For	
Orion Oyj	22-mar-23	Pharmaceuticals	Finland	Annual	Approve Remuneration Report (Advisory Vote)	For	Eps QReturn
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Fix Number of Directors at Eight	For	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify KPMG as Auditors	For	
					Receive Financial Statements and Statutory Reports	No voting items	
					Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Against	
					Accept Financial Statements and Statutory Reports	For	
					Acknowledge Proper Convening of Meeting	No voting items	
					Approve Allocation of Income and Dividends of EUR 1.30 Per Share	For	
					Approve Discharge of Board and President	For	
					Approve Issuance of up to 18.5 Million Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 145,000 for Chairman, EUR 80,000 for Vice Chairman and EUR 64,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	Eps QReturn
Valmet Corp.	22-mar-23	Machinery	Finland	Annual	Approve Remuneration Report (Advisory Vote)	Against	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Fix Number of Directors at Eight	For	
					Open Meeting	No voting items	

					Prepare and Approve List of Shareholders	No voting items	
					Ratify PricewaterhouseCoopers as Auditors	For	
					Receive Financial Statements and Statutory Reports	No voting items	
					Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kemppainen, Per Lindberg, Monika Maurer, Mikael Makinen (Chair), and Eriikka Soderstrom as Directors	Against	
					Accept Financial Statements and Statutory Reports	For	
					Acknowledge Proper Convening of Meeting	No voting items	
					Approve Allocation of Income and Dividends	For	
					Approve Discharge of Board and President	For	
					Approve Issuance of Convertible Instruments without Preemptive Rights	For	
					Approve Issuance of up to 30 Million Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	For	
					Approve Remuneration Report (Advisory Vote)	For	
					Authorize Reissuance of Repurchased Shares	For	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
					Authorize Share Repurchase Program in the Securities Trading Business	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
Nordea Bank Abp	23-mar-23	Banks	Finland	Annual			Eps QValue
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Determine Number of Members (10) and Deputy Members (1) of Board	For	
					Elect Per Stromberg as Director	For	
					Elect Risto Murto as Director	For	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify PricewaterhouseCoopers as Auditors	For	
					Receive Financial Statements and Statutory Reports	No voting items	
					Reelect Arja Talma as Director	For	
					Reelect Birger Steen as Director	For	
					Reelect John Maltby as Director	For	
					Reelect Jonas Synnergren as Director	For	
					Reelect Kjersti Wiklund as Director	For	
					Reelect Lene Skole as Director	For	
					Reelect Petra van Hoeken as Director	For	
					Reelect Stephen Hester as Director (Chair)	For	
					Amend Articles Re: General Meeting Participation; General Meeting	Against	
					Accept Financial Statements and Statutory Reports	For	
					Amendment to Remuneration Policy for Board of Directors and Executive Management	For	
					Approve Allocation of Income and Dividends of DKK 8.15 Per Share	For	
					Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	For	
					Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	

Company	Date	Industry	Country	Meeting Type	Item	Vote	Metric
Novo Nordisk A/S	23-mar-23	Pharmaceuticals	Denmark	Annual	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	For	Eps QValue
					Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	For	
					Approve Remuneration Report (Advisory Vote)	For	
					Authorize Share Repurchase Program	For	
					Other Business	No voting items	
					Product Pricing Proposal	Against	
					Ratify Deloitte as Auditor	For	
					Reelect Andreas Fibig as Director	For	
					Reelect Christina Law as Director	For	
					Reelect Helge Lund as Board Chairman	Abstain	
					Reelect Henrik Poulsen as Vice Chairman	For	
					Reelect Kasim Kutay as Director	For	
					Reelect Laurence Debroux as Director	For	
					Reelect Martin Mackay as Director	For	
					Reelect Sylvie Gregoire as Director	For	
					Receive Report of Board	No voting items	
					Adopt Policy on Succession Planning	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For	
Elect Director Andrew Campion	For						
Elect Director Beth Ford	For						
Elect Director Howard Schultz	For						
Elect Director Jorgen Vig Knudstorp	Against	Eps DLongRun					
Elect Director Laxman Narasimhan	For						
Elect Director Melody Hobson	For						
Elect Director Richard E. Allison, Jr.	For						
Elect Director Satya Nadella	For						
Establish Committee on Corporate Sustainability	For						
Ratify Deloitte & Touche LLP as Auditors	For						
Report on Operations in Communist China	For						
Report on Plant-Based Milk Pricing	For						
Approve Allocation of Income and Dividends of EUR 1.44 per Share	For						
Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For						
Approve Compensation of Joachim Kreuzburg, Chairman and CEO	For						
Approve Compensation of Rene Faber, Vice-CEO	For						
Approve Compensation Report of Corporate Officers	For						
Approve Consolidated Financial Statements and Statutory Reports	For						
Approve Financial Statements and Discharge Directors	For						
Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	For	Eps QReturn					
Approve Remuneration Policy of Chairman and CEO	Against						
Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	For						
Approve Remuneration Policy of Vice-CEO	Against						
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against						
Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For						
Authorize Filing of Required Documents/Other Formalities	For						
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against						
Accept Financial Statements and Statutory Reports	For						
Acknowledge Proper Convening of Meeting	No voting items						
Amend Articles Re: Book-Entry System	Against						
Approve Allocation of Income and Dividends of EUR 1.02 Per Share	For						

Neste Corp.	28-mar-23	Oil, Gas & Consumable Fuels	Finland	Annual	Approve Discharge of Board and President	For	Eps QValue
					Approve Issuance of up to 23 Million Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	
					Approve Remuneration Report (Advisory Vote)	For	
					Authorize Share Repurchase Program	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Fix Number of Directors at Nine	For	
Open Meeting	No voting items						
Prepare and Approve List of Shareholders	No voting items						
Ratify KPMG as Auditors	For						
Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	No voting items						
Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	For						
Randstad NV	28-mar-23	Professional Services	Netherlands	Annual	Adopt Financial Statements	For	Eps QReturn
					Approve Cancellation of Repurchased Shares	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends of EUR 2.85 Per Share	For	
					Approve Remuneration Report	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Close Meeting	No voting items	
					Elect Cees 't Hart to Supervisory Board	For	
					Elect Jeroen Drost to Supervisory Board	For	
Elect Jorge Vazquez to Management Board	Abstain						
Elect Laurence Debroux to Supervisory Board	For						
Elect Myriam Beatove Moreale to Management Board	Abstain						
Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	For						
Open Meeting	No voting items						
Other Business (Non-Voting)	No voting items						
Ratify Deloitte Accountants BV as Auditors	For						
Ratify PricewaterhouseCoopers Accountants NV as Auditors	For						
Receive Explanation on Company's Reserves and Dividend Policy	No voting items						
Receive Reports of Management Board and Supervisory Board (Non-Voting)	No voting items						
Andritz AG	29-mar-23	Machinery	Austria	Annual	Amend Articles Re: Company Announcements	For	Eps QReturn
					Approve Allocation of Income and Dividends of EUR 2.10 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration of Supervisory Board Members	For	
					Approve Remuneration Report	Against	
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
					New/Amended Proposals from Management and Supervisory Board	Abstain	
					New/Amended Proposals from Shareholders	Abstain	
					Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2023	For	
Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items						

Enagas SA	29-mar-23	Gas Utilities	Spain	Annual	Add New Article 45 bis Re: Composition, Powers and Functioning of Remuneration Committee	For	Eps QValue
					Advisory Vote on Remuneration Report	For	
					Amend Article 45 Re: Composition, Powers and Functioning of Sustainability and Appointments Committee	For	
					Amend Article 5 of General Meeting Regulations Re: Convening of General Meetings	For	
					Amend Articles Re: Remuneration Committee and Sustainability and Appointments Committee	For	
					Approve Allocation of Income and Dividends	For	
					Approve Consolidated and Standalone Financial Statements	For	
					Approve Discharge of Board	For	
					Approve Non-Financial Information Statement	For	
					Authorize Board to Ratify and Execute Approved Resolutions	For	
					Fix Number of Directors at 15	For	
					Receive Amendments to Board of Directors Regulations	No voting items	
					Reelect Eva Patricia Urbez Sanz as Director	For	
Reelect Santiago Ferrer Costa as Director	For						
Genmab A/S	29-mar-23	Biotechnology	Denmark	Annual	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	Eps QValue
					Amend Remuneration Policy	Against	
					Amendment to Remuneration Policy for Board of Directors and Executive Management	Against	
					Approve Allocation of Income and Omission of Dividends	For	
					Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against	
					Approve Remuneration Report (Advisory Vote)	For	
					Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	
					Authorize Share Repurchase Program	For	
					Other Business	No voting items	
					Ratify PricewaterhouseCoopers as Auditors	Abstain	
					Reelect Anders Gersel Pedersen as Director	Abstain	
					Reelect Deirdre P. Connelly as Director	Abstain	
					Reelect Elizabeth O'Farrell as Director	For	
Reelect Paolo Paoletti as Director	For						
Reelect Pernille Erenbjerg as Director	For						
Reelect Rolf Hoffmann as Director	For						
Receive Report of Board	No voting items						
Banco Santander SA	30-mar-23	Banke	Spain	Annual	Advisory Vote on Remuneration Report	For	Eps QReturn
					Approve Allocation of Income and Dividends	For	
					Approve Buy-out Policy	For	
					Approve Consolidated and Standalone Financial Statements	For	
					Approve Deferred Multiyear Objectives Variable Remuneration Plan	For	
					Approve Discharge of Board	For	
					Approve Non-Financial Information Statement	For	
					Approve Reduction in Share Capital via Amortization of Treasury Shares	For	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	For	
					Authorize Board to Ratify and Execute Approved Resolutions	For	

Company Name	Meeting Date	Industry	Country	Meeting Type	Agenda Items	Voting	Impact
Banco Santander SA	30-mar-23	Banks	Spain	Annual	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	Eps QReturn
					Authorize Share Repurchase Program	For	
					Fix Maximum Variable Compensation Ratio	For	
					Fix Number of Directors at 15	For	
					Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	For	
					Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	For	
					Ratify Appointment of PricewaterhouseCoopers as Auditor	For	
					Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Against	
					Reelect Gina Lorenza Diez Barroso Azcarraga as Director	For	
					Reelect Homaira Akbari as Director	For	
					Reelect Pamela Ann Walkden as Director	For	
					Reelect Sol Daurella Comadran as Director	For	
					Accept Financial Statements and Statutory Reports	For	
					Acknowledge Proper Convening of Meeting	No voting items	
Amend Articles Re: Board of Directors and Term of Office	For						
Approve Allocation of Income and Dividends of EUR 1.08 Per Share	For						
Approve Charitable Donations of up to EUR 300,000	For						
Approve Discharge of Board and President	For						
Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	For						
Approve Remuneration of Auditors	For						
Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For						
Approve Remuneration Report (Advisory Vote)	Against						
Authorize Share Repurchase Program	For						
Call the Meeting to Order	No voting items						
Close Meeting	No voting items						
Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items						
Open Meeting	No voting items						
Prepare and Approve List of Shareholders	No voting items						
Ratify Deloitte as Auditors	For						
Receive CEO's Review	No voting items						
Receive Financial Statements and Statutory Reports	No voting items						
Advisory Vote on Remuneration Report	For						
Approve Consolidated and Standalone Financial Statements	For						
Approve Discharge of Board	For						
Approve Dividends Charged Against Unrestricted Reserves	For						
Approve Non-Financial Information Statement	For						
Approve Reduction in Share Capital via Amortization of Treasury Shares	For						
Approve Remuneration Policy	For						
Approve Treatment of Net Loss	For						
Authorize Board to Ratify and Execute Approved Resolutions	For						
Authorize Share Repurchase Program	For						
Renew Appointment of PricewaterhouseCoopers as Auditor	For						
Approve Allocation of Income and Dividends of EUR 3.70 per Share	For						
Approve Discharge of Management Board for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board for Fiscal Year 2022	For						
Approve Remuneration Report	For						
Approve Virtual-Only or Hybrid Shareholder Meetings	Against						
Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For						
New/Amended Proposals from Management and Supervisory Board	Abstain						
Kesko Oyj	30-mar-23	Consumer Staples Distribution & Retail	Finland	Annual	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	For	Eps QReturn
					Approve Charitable Donations of up to EUR 300,000	For	
					Approve Discharge of Board and President	For	
					Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For	
					Approve Remuneration Report (Advisory Vote)	Against	
					Authorize Share Repurchase Program	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify Deloitte as Auditors	For	
Receive CEO's Review	No voting items						
Receive Financial Statements and Statutory Reports	No voting items						
Advisory Vote on Remuneration Report	For						
Approve Consolidated and Standalone Financial Statements	For						
Approve Discharge of Board	For						
Approve Dividends Charged Against Unrestricted Reserves	For						
Approve Non-Financial Information Statement	For						
Approve Reduction in Share Capital via Amortization of Treasury Shares	For						
Approve Remuneration Policy	For						
Approve Treatment of Net Loss	For						
Authorize Board to Ratify and Execute Approved Resolutions	For						
Authorize Share Repurchase Program	For						
Renew Appointment of PricewaterhouseCoopers as Auditor	For						
Approve Allocation of Income and Dividends of EUR 3.70 per Share	For						
Approve Discharge of Management Board for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board for Fiscal Year 2022	For						
Approve Remuneration Report	For						
Approve Virtual-Only or Hybrid Shareholder Meetings	Against						
Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For						
New/Amended Proposals from Management and Supervisory Board	Abstain						
Telefonica SA	30-mar-23	Diversified Telecommunication	Spain	Annual	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	For	Eps QReturn
					Approve Charitable Donations of up to EUR 300,000	For	
					Approve Discharge of Board and President	For	
					Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For	
					Approve Remuneration Report (Advisory Vote)	Against	
					Authorize Share Repurchase Program	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify Deloitte as Auditors	For	
Receive CEO's Review	No voting items						
Receive Financial Statements and Statutory Reports	No voting items						
Advisory Vote on Remuneration Report	For						
Approve Consolidated and Standalone Financial Statements	For						
Approve Discharge of Board	For						
Approve Dividends Charged Against Unrestricted Reserves	For						
Approve Non-Financial Information Statement	For						
Approve Reduction in Share Capital via Amortization of Treasury Shares	For						
Approve Remuneration Policy	For						
Approve Treatment of Net Loss	For						
Authorize Board to Ratify and Execute Approved Resolutions	For						
Authorize Share Repurchase Program	For						
Renew Appointment of PricewaterhouseCoopers as Auditor	For						
Approve Allocation of Income and Dividends of EUR 3.70 per Share	For						
Approve Discharge of Management Board for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board for Fiscal Year 2022	For						
Approve Remuneration Report	For						
Approve Virtual-Only or Hybrid Shareholder Meetings	Against						
Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For						
New/Amended Proposals from Management and Supervisory Board	Abstain						
BAWAG Group AG	31-mar-23	Banks	Austria	Annual	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	For	Eps QReturn
					Approve Charitable Donations of up to EUR 300,000	For	
					Approve Discharge of Board and President	For	
					Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For	
					Approve Remuneration Report (Advisory Vote)	Against	
					Authorize Share Repurchase Program	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify Deloitte as Auditors	For	
Receive CEO's Review	No voting items						
Receive Financial Statements and Statutory Reports	No voting items						
Advisory Vote on Remuneration Report	For						
Approve Consolidated and Standalone Financial Statements	For						
Approve Discharge of Board	For						
Approve Dividends Charged Against Unrestricted Reserves	For						
Approve Non-Financial Information Statement	For						
Approve Reduction in Share Capital via Amortization of Treasury Shares	For						
Approve Remuneration Policy	For						
Approve Treatment of Net Loss	For						
Authorize Board to Ratify and Execute Approved Resolutions	For						
Authorize Share Repurchase Program	For						
Renew Appointment of PricewaterhouseCoopers as Auditor	For						
Approve Allocation of Income and Dividends of EUR 3.70 per Share	For						
Approve Discharge of Management Board for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board for Fiscal Year 2022	For						
Approve Remuneration Report	For						
Approve Virtual-Only or Hybrid Shareholder Meetings	Against						
Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For						
New/Amended Proposals from Management and Supervisory Board	Abstain						

Company	Date	Industry	Country	Meeting Type	Proposals	Vote	Other
The Walt Disney Company	03-apr-23	Entertainment	USA	Annual	New/Amended Proposals from Shareholders	Abstain	
					Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2024	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Amy L. Chang	For	
					Elect Director Calvin R. McDonald	For	
					Elect Director Carolyn N. Everson	For	
					Elect Director Derica W. Rice	For	
					Elect Director Francis A. deSouza	For	
					Elect Director Maria Elena Lagomasino	For	
					Elect Director Mark G. Parker	For	Eps DLongRun
					Elect Director Mary T. Barra	For	
					Elect Director Michael B.G. Froman	For	
					Elect Director Robert A. Iger	For	
					Elect Director Safra A. Catz	For	
Ratify PricewaterhouseCoopers LLP as Auditors	For						
Report on Charitable Contributions	For						
Report on Political Expenditures	For						
Report on Risks Related to Operations in China	For						
The Bank of Nova Scotia	04-apr-23	Banks	Canada	Annual	Advisory Vote on Executive Compensation Approach	For	
					Elect Director Aaron W. Regent	Withhold	
					Elect Director Benita M. Warmbold	For	
					Elect Director Calin Rovinescu	For	
					Elect Director Daniel (Don) H. Callahan	For	
					Elect Director Guillermo E. Babatz	For	
					Elect Director L. Scott Thomson	For	
					Elect Director Lynn K. Patterson	For	
					Elect Director Michael D. Penner	For	Eps DLongRun
					Elect Director Nora A. Aufreiter	For	
					Elect Director Scott B. Bonham	For	
					Elect Director Una M. Power	For	
					Elect Director W. Dave Dowrich	For	
					Ratify KPMG LLP as Auditors	For	
					SP 1: Advisory Vote on Environmental Policies	For	
					SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	For	
Deutsche Telekom AG	05-apr-23	Diversified Telecommunication	Germany	Annual	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Elect Harald Krueger to the Supervisory Board	For	
					Elect Margret Suckale to the Supervisory Board	For	Eps QValue
					Elect Reinhard Ploss to the Supervisory Board	For	
					Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Accept Financial Statements and Statutory Reports	For	
Acknowledge Proper Convening of Meeting	No voting items						
Allow Shareholder Meetings to be Held by Electronic Means Only	Against						
Approve Allocation of Income and Dividends of EUR 2.15 Per Share	For						
Approve Discharge of Board and President	For						
Approve Issuance of up to 15 Million Shares without Preemptive Rights	For						
Approve Remuneration of Auditors	For						

Elisa Oyj	05-apr-23	Diversified Telecommunication !Finland		Annual	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 86,000 for Vice Chairman and the Chairman of the Committees, and EUR 71,000 for Other Directors; Approve Meeting Fees	For	Eps QReturn
					Approve Remuneration Report (Advisory Vote)	Against	
					Authorize Share Repurchase Program	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Fix Number of Directors at Eight	For	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify KPMG as Auditors	Against	
					Receive Financial Statements and Statutory Reports	No voting items	
					Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Remuneration Report for Australian Law Purposes	For	
Approve Remuneration Report for UK Law Purposes	For						
Approve the Potential Termination of Benefits for Australian Law Purposes	For						
Authorise Issue of Equity	For						
Authorise Issue of Equity without Pre-emptive Rights	For						
Authorise Market Purchase of Ordinary Shares	For						
Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For						
Authorise the Company to Call General Meeting with Two Weeks' Notice	For						
Authorise UK Political Donations and Expenditure	For						
Elect Kaisa Hietala as Director	For						
Reappoint KPMG LLP as Auditors	For						
Re-elect Ben Wyatt as Director	For						
Re-elect Dominic Barton as Director	Against						
Re-elect Jakob Stausholm as Director	For						
Re-elect Jennifer Nason as Director	For						
Re-elect Megan Clark as Director	Against						
Re-elect Ngaire Woods as Director	For						
Re-elect Peter Cunningham as Director	For						
Re-elect Sam Laidlaw as Director	For						
Re-elect Simon Henry as Director	For						
Re-elect Simon McKeon as Director	For						
Appraise Management of Company and Approve Vote of Confidence to Management Board	For						
Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	For						
Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	For						
Approve 2030 Climate Change Commitment	For						
Approve Allocation of Income	For						
Approve Dividends	For						
Approve Individual and Consolidated Financial Statements and Statutory Reports	For						
Approve Remuneration Report	For						
Approve the Renewal of the Authorization Granted to the Executive Board of Directors to Increase the Share Capital	For						
Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Abstain						
Rio Tinto Plc	06-apr-23	Metals & Mining	United Kingdom	Annual			Eps QValue
EDP-Energias de Portugal SA	12-apr-23	Electric Utilities	Portugal	Annual			Eps QValue

				Authorize Repurchase and Reissuance of Shares	For	
				Elect Pedro Collares Pereira de Vasconcelos as Executive Director for 2021-2023 Term	Abstain	
				Eliminate Preemptive Rights	For	
				Adopt Financial Statements	For	
				Approve Cancellation of Repurchased Shares	For	
				Approve Discharge of Management Board	For	
				Approve Discharge of Supervisory Board	For	
				Approve Dividends	For	
				Approve Remuneration Report	For	
				Authorize Board to Acquire Common Shares	For	
				Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
				Close Meeting	No voting items	
Koninklijke Ahold Delhaize NV	12-apr-23	Consumer Staples Distribution &	Netherlands	Elect JJ Fleeman to Management Board	Abstain	Eps QValue
			Annual	Elect Julia Vander Ploeg to Supervisory Board	For	
				Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
				Open Meeting	No voting items	
				Ratify KPMG Accountants N.V. as Auditors	For	
				Receive Explanation on Company's Reserves and Dividend Policy	No voting items	
				Receive Report of Management Board (Non-Voting)	No voting items	
				Reelect Bill McEwan to Supervisory Board	Against	
				Reelect Frans Muller to Management Board	Abstain	
				Reelect Katie Doyle to Supervisory Board	For	
				Reelect Peter Agnefjall to Supervisory Board	For	
				Adopt Financial Statements	For	
				Approve Discharge of Management Board	For	
				Approve Discharge of Supervisory Board	For	
				Approve Dividends	For	
				Approve Reduction in Share Capital through Cancellation of Shares	For	
				Approve Remuneration Report	For	
				Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
				Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
				Close Meeting	No voting items	
				Elect Ben Noteboom to Supervisory Board	For	
Royal KPN NV	12-apr-23	Diversified Telecommunication !	Netherlands	Elect Frank Heemsker to Supervisory Board	For	Eps QValue
			Annual	Elect Herman Dijkhuizen to Supervisory Board	For	
				Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
				Open Meeting and Announcements	No voting items	
				Opportunity to Make Recommendations	No voting items	
				Other Business (Non-Voting)	No voting items	
				Ratify Ernst & Young Accountants LLP as Auditors	For	
				Receive Explanation on Company's Reserves and Dividend Policy	No voting items	
				Receive Report of Management Board (Non-Voting)	No voting items	
				Reelect Jolande Sap to Supervisory Board	Against	
				Accept Financial Statements and Statutory Reports	For	
				Acknowledge Proper Convening of Meeting	No voting items	
				Allow Shareholder Meetings to be Held by Electronic Means Only	Against	
				Approve Allocation of Income and Dividends of EUR 1.50 Per Share	For	
				Approve Discharge of Board and President	For	
				Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	
				Approve Remuneration of Auditors	For	

					Approve Remuneration Report	For	
					Authorize Charitable Donations	For	
					Authorize Share Repurchase Program	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	
UPM-Kymmene Oyj	12-apr-23	Paper & Forest Products	Finland	Annual	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	Eps QReturn
					Fix Number of Directors at Nine	For	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify Ernst & Young Oy as Auditor for FY 2024	For	
					Ratify PricewaterhouseCoopers as Auditor for FY 2023	Against	
					Receive Financial Statements and Statutory Reports	No voting items	
					Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	Against	
					Remuneration of Directors in the Amount of EUR 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	For	
					Accept Financial Statements and Statutory Reports	For	
					Acknowledge Proper Convening of Meeting	No voting items	
					Amend Articles Re: Notice of General Meeting; Virtual Participation; General Meeting	Against	
					Approve Allocation of Income and Dividends of EUR 0.91 Per Share	For	
					Approve Charitable Donations	For	
					Approve Discharge of Board and President	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 88,800 for Chair, EUR 63,300 for Deputy Chair and EUR 43,100 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	
					Approve Remuneration Report (Advisory Vote)	For	
					Authorize Reissuance of Repurchased Shares	For	
					Authorize Share Repurchase Program	For	
Fortum Oyj	13-apr-23	Electric Utilities	Finland	Annual	Call the Meeting to Order	No voting items	Eps QReturn
					Close Meeting	No voting items	
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Fix Number of Directors at Ten	For	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Ratify Deloitte as Auditors	Against	
					Receive Financial Statements and Statutory Reports	No voting items	
					Reelect Ralf Christian, Luisa Delgado, Essimari Kairisto and Teppo Paavola as Directors; Elect Jonas Gustavsson, Marita Niemela, Mikael Silvennoinen, Maija Strandberg, Johan Soderstrom and Vesa-Pekka Takala as New Directors	Against	
					Adopt Financial Statements and Statutory Reports	For	
					Amend Remuneration Policy	For	
					Approve Cancellation of Common Shares	For	
					Approve Discharge of Directors	For	
					Approve Dividends of EUR 1.34 Per Share	For	
					Approve Remuneration Report Excluding Pre-Merger Legacy Matters	For	
					Approve Remuneration Report on the Pre-Merger Legacy Matters	For	
					Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
Stellantis NV	13-apr-23	Automobiles	Netherlands	Annual	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Eps QValue
					Close Meeting	No voting items	

					Elect Benoit Ribadeau-Dumas as Non-Executive Director	For	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Open Meeting	No voting items	
					Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	For	
					Receive Explanation on Company's Reserves and Dividend Policy	No voting items	
					Receive Report of Board of Directors (Non-Voting)	No voting items	
					Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	For	
					Appoint PricewaterhouseCoopers Audit SAS as Auditor	For	
					Approve Allocation of Income and Dividends of EUR 3.85 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Daniel Julien, Chairman and CEO	For	
					Approve Compensation of Olivier Rigaudy, Vice-CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of Chairman and CEO	For	
					Approve Remuneration Policy of Directors	For	
					Approve Remuneration Policy of Vice-CEO	For	
Teleperformance SE	13-apr-23	Professional Services	France	Annual/Special	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	For	Eps QReturn
					Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Bhupender Singh as Director	For	
					Elect Varun Bery as Director	For	
					Reelect Angela Maria Sierra-Moreno as Director	For	
					Reelect Christobel Selecky as Director	For	
					Reelect Jean Guez as Director	For	
					Renew Appointment of Deloitte & Associates SA as Auditor	Against	
					Approve Allocation of Income and Dividends of EUR 4 per Share	For	
					Approve Compensation Report	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	For	
					Approve Remuneration Policy of Directors	For	
					Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
					Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	
VINCI SA	13-apr-23	Construction & Engineering	France	Annual/Special	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	Eps European Equity Large Cap Index
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	For	

					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	For	
					Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Abstain	
					Elect Annette Messemer as Director	For	
					Elect Carlos Aguilar as Director	For	
					Elect Dominique Muller as Representative of Employee Shareholders to the Board	Abstain	
					Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Abstain	
					Reelect Caroline Gregoire Sainte Marie as Director	For	
					Approve Compensation of Xavier Huillard, Chairman and CEO	For	
					Accept Financial Statements and Statutory Reports	For	
					Appoint Chairman of Internal Statutory Auditors	For	
					Approve Allocation of Income	For	
					Approve Internal Auditors' Remuneration	For	
					Approve Second Section of the Remuneration Report	For	
Moncler SpA	18-apr-23	Textiles, Apparel & Luxury Good	Italy	Annual	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	Eps QReturn
					Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain	
					Slate 1 Submitted by Double R Srl	Against	
					Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
					Approve Cancellation of Repurchased Shares	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
ageas SA/NV	19-apr-23	Insurance	Belgium	Extraordinary Shareholders	Close Meeting	No voting items	Eps QValue
					Open Meeting	No voting items	
					Receive Special Board Report Re: Authorized Capital	No voting items	
					Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	
					Adopt Financial Statements	For	
					Approve Allocation of Income	For	
					Approve Cancellation of Repurchased Shares	For	
					Approve Discharge of Executive Directors	For	
					Approve Discharge of Non-Executive Directors	For	
					Approve Implementation of Remuneration Policy	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Close Meeting	No voting items	
					Discuss Potential Long-Term Strategic and Technological Partnership with Evidian and Acquisition of a Minority Stake in Evidian	No voting items	
					Discussion on Company's Corporate Governance Structure	No voting items	
					Discussion on Leading the Journey Towards Clean Aerospace	No voting items	
					Elect Antony Wood as Non-Executive Director	For	
Airbus SE	19-apr-23	Aerospace & Defense	Netherlands	Annual			Eps European Equity Large Cap Index
					Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	For	
					Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	For	
					Open Meeting	No voting items	
					Ratify Ernst & Young Accountants LLP as Auditors	For	
					Receive Board Report	No voting items	
					Receive Explanation on Company's Dividend Policy	No voting items	
					Receive Report on Business and Financial Statements	No voting items	
					Reelect Mark Dunkerley as Non-Executive Director	For	
					Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Against	
					Reelect Stephan Gemkow as Non-Executive Director	For	

					Accept Financial Statements and Statutory Reports	For	
					Adopt New Articles of Association	For	
					Approve Remuneration Report	For	
					Authorise Audit Committee to Fix Remuneration of Auditors	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise UK Political Donations and Expenditure	For	
British American Tobacco plc	19-apr-23	Tobacco	United Kingdom	Annual	Elect Veronique Laury as Director	For	Eps QValue
					Reappoint KPMG LLP as Auditors	For	
					Re-elect Darrell Thomas as Director	For	
					Re-elect Dimitri Panayotopoulos as Director	For	
					Re-elect Holly Keller Koepfel as Director	For	
					Re-elect Jack Bowles as Director	For	
					Re-elect Kandy Anand as Director	For	
					Re-elect Karen Guerra as Director	For	
					Re-elect Luc Jobin as Director	Against	
					Re-elect Sue Farr as Director	For	
					Re-elect Tadeu Marroco as Director	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Policy	For	
Covestro AG	19-apr-23	Chemicals	Germany	Annual	Approve Remuneration Report	For	Eps QEquity
					Approve Virtual-Only Shareholder Meetings Until 2025	For	
					Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Approve Allocation of Income and Dividends of EUR 3.60 per Share	For	
					Approve Compensation of Benoit de Ruffray, Chairman and CEO	For	
					Approve Compensation Report	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	For	
					Approve Remuneration Policy of Chairman and CEO	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
Eiffage SA	19-apr-23	Construction & Engineering	France	Annual/Special	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	For	Eps QValue
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans	For	

					Reelect Benoit de Ruffray as Director	For	
					Reelect Isabelle Salaun as Director	Against	
					Reelect Laurent Dupont as Representative of Employee Shareholders to the Board	Against	
					Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15, 16 and 18 at EUR 39.2 Million	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Charter of Patient Safety and Quality of Care Committee	Abstain	
					Approve Nonqualified Employee Stock Purchase Plan	For	
					Elect Director Andrea B. Smith	For	
					Elect Director Hugh F. Johnston	For	
					Elect Director Meg G. Crofton	For	
					Elect Director Michael W. Michelson	For	
					Elect Director Nancy-Ann DeParle	Against	
					Elect Director Robert J. Dennis	For	
					Elect Director Samuel N. Hazen	For	
					Elect Director Thomas F. Frist, III	For	
					Elect Director Wayne J. Riley	For	
					Elect Director William R. Frist	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Report on Political Contributions and Expenditures	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Alanna Y. Cotton	For	
					Elect Director Ann B. (Tanny) Crane	For	
					Elect Director David L. Porteous	Against	
					Elect Director Gary Torgow	For	
					Elect Director Gina D. France	For	
					Elect Director J. Michael Hochschwender	For	
					Elect Director Jeffrey L. Tate	For	
					Elect Director Katherine M. A. (Allie) Kline	For	
					Elect Director Kenneth J. Phelan	For	
					Elect Director Richard H. King	For	
					Elect Director Richard W. Neu	For	
					Elect Director Roger J. Sit	For	
					Elect Director Stephen D. Steinour	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve 2023 Short-Term Incentive Plan	For	
					Approve Allocation of Income	For	
					Approve Internal Auditors' Remuneration	For	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	For	
					Approve Second Section of the Remuneration Report	For	
					Approve Severance Payments Policy	For	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2023 Short-Term Incentive Plan	For	
					Slate 1 Submitted by Institutional Investors (Assogestioni)	For	
					Slate 1 Submitted by Management	Against	
					Slate 2 Submitted by Foundations	Against	
					Slate 2 Submitted by Shareholders - Employees	Against	
HCA Healthcare, Inc.	19-apr-23	Health Care Providers & Service:USA		Annual			Eps US Equity ESG Index
Huntington Bancshares Incorporated	19-apr-23	Banks	USA	Annual			Eps DLongRun
Banco BPM SpA	20-apr-23	Banks	Italy	Annual			Eps QReturn

					Slate 3 Submitted by DL Partners Opportunities Master Fund Ltd and DL Partners A Fund LP	Against	
					Slate 3 Submitted by Institutional Investors (Assogestioni)	For	
					Accept Financial Statements and Statutory Reports	For	
					Appoint KPMG LLP as Auditors	For	
					Approve Deferred Annual Bonus Plan	For	
					Approve Final Dividend	For	
					Approve Performance Share Plan	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Approve Share Value Plan	For	
					Approve Waiver of Rule 9 of the Takeover Code	Abstain	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise Off-Market Purchase of Ordinary Shares from GSK Shareholders	For	
					Authorise Off-Market Purchase of Ordinary Shares from Pfizer	For	
Haleon Plc	20-apr-23	Personal Care Products	United Kingdom	Annual	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	Eps QValue
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise UK Political Donations and Expenditure	For	
					Elect Asmita Dubey as Director	For	
					Elect Brian McNamara as Director	For	
					Elect Bryan Supran as Director	For	
					Elect Dame Vivienne Cox as Director	For	
					Elect David Denton as Director	For	
					Elect Deirdre Mahlan as Director	For	
					Elect Marie-Anne Aymerich as Director	For	
					Elect Sir Dave Lewis as Director	Against	
					Elect Tobias Hestler as Director	For	
					Elect Tracy Clarke as Director	For	
					Elect Vindi Banga as Director	For	
					Adopt Financial Statements	For	
					Announcement of the Appropriation of the Balance of the Income Statement Pursuant to the Provisions in Article 10, Paragraph 6, of the Articles of Association	No voting items	
					Approve Discharge of Directors	For	
					Approve Remuneration Report	For	
Heineken Holding NV	20-apr-23	Beverages	Netherlands	Annual	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	Eps QReturn
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Ratify Deloitte Accountants B.V. as Auditors	For	
					Receive Board Report (Non-Voting)	No voting items	
					Reelect C.L. de Carvalho-Heineken as Executive Director	Against	
					Reelect C.M. Kwist as Non-Executive Director	Against	
					Reelect M.R. de Carvalho as Executive Director	Against	
					Adopt Financial Statements	For	
					Approve Discharge of Executive Directors	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends	For	
					Approve Remuneration Report	For	
					Authorize Board to Exclude Preemptive Rights from Share Issuances	For	

Company	Date	Industry	Country	Meeting Type	Item	Vote	ESG Impact
Heineken NV	20-apr-23	Beverages	Netherlands	Annual	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Eps STEP 30 Megatrend ESG Giugno 2027
					Elect B. Pardo to Supervisory Board	For	
					Elect L.J. Hijmans van den Bergh to Supervisory Board	For	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Ratify Deloitte Accountants B.V. as Auditors	For	
					Receive Explanation on Company's Dividend Policy	No voting items	
					Receive Report of Executive Board (Non-Voting)	No voting items	
					Reelect M.R. de Carvalho to Supervisory Board	For	
					Reelect R.L. Ripley to Supervisory Board	For	
					Approve Allocation of Income and Dividends of EUR 13 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions	Against	
					Approve Compensation of Emile Hermes SAS, General Manager	Against	
					Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	
					Approve Compensation Report of Corporate Officers	Against	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Discharge of General Managers	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against	
					Approve Remuneration Policy of General Managers	Against	
					Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	For	
Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against						
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For						
Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For						
Hermes International SCA	20-apr-23	Textiles, Apparel & Luxury Good	France	Annual/Special	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	Eps QReturn
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	
					Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	
					Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against	
					Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against	
					Reelect Dorothee Altmayer as Supervisory Board Member	Against	
					Reelect Eric de Seynes as Supervisory Board Member	Against	
					Reelect Monique Cohen as Supervisory Board Member	Against	
					Reelect Renaud Mommeja as Supervisory Board Member	Against	
					Renew Appointment of Grant Thornton Audit as Auditor	Against	
					Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	
					Approve Compensation of Axel Dumas, General Manager	Against	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
Elect Director Brad D. Smith	For						
Elect Director Bruce D. Broussard	For						
Elect Director David T. Feinberg	For						
Elect Director Frank A. D'Amelio	For						
Elect Director John W. Garratt	For						

Company	Date	Sector	Meeting Type	Agenda Item	Vote	Key Metric
Humana Inc.	20-apr-23	Health Care Providers & Service:USA	Annual	Elect Director Jorge S. Mesquita	For	Eps QReturn Eps QValue Eps QYield Eps QDiv Eps QDiv Yield Eps QDiv Yield Index
				Elect Director Karen W. Katz	For	
				Elect Director Kurt J. Hilzinger	For	
				Elect Director Marcy S. Klevorn	For	
				Elect Director Raquel C. Bono	For	
				Elect Director Wayne A. I. Frederick	For	
				Elect Director William J. McDonald	For	
				Ratify PricewaterhouseCoopers LLP as Auditors	For	
Jeronimo Martins SGPS SA	20-apr-23	Consumer Staples Distribution & Portugal	Annual	Appoint Alternate Auditor for 2022-2024 Period	Abstain	Eps QReturn
				Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	
				Approve Allocation of Income	For	
				Approve Individual and Consolidated Financial Statements and Statutory Reports	For	
				Approve Remuneration Policy	Against	
				Appoint Diego Della Valle as Censor	Abstain	
				Approve Allocation of Income and Dividends of EUR 12.00 per Share	For	
				Approve Auditors' Special Report on Related-Party Transactions	Against	
Approve Compensation of Antonio Belloni, Vice-CEO	Against					
Approve Compensation of Bernard Arnault, Chairman and CEO	Against					
Approve Compensation Report of Corporate Officers	Against					
Approve Consolidated Financial Statements and Statutory Reports	For					
Approve Financial Statements and Statutory Reports	For					
Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Abstain					
Approve Remuneration Policy of Chairman and CEO	Against					
Approve Remuneration Policy of Directors	For					
Approve Remuneration Policy of Vice-CEO	Against					
Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For					
Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against	Eps QValue				
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For					
Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For					
Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For					
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For					
Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against					
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For					
Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against					
Elect Laurent Mignon as Director	For					
Reelect Antonio Belloni as Director	Against					
Reelect Delphine Arnault as Director	Against					
Reelect Marie-Josée Kravis as Director	Against					
Reelect Marie-Laure Sauty de Chalon as Director	For					

					Reelect Natacha Valla as Director	For	
					Renew Appointment of Lord Powell of Bayswater as Censor	Abstain	
					Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Bylaws to Add Federal Forum Selection Provision	For	
					Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	
					Approve Omnibus Stock Plan	For	
					Elect Director Adrienne D. Elsner	For	
					Elect Director Alfred E. Festa	For	
Owens Corning	20-apr-23	Building Products	USA	Annual	Elect Director Brian D. Chambers	For	Eps US Equity ESG Index
					Elect Director Eduardo E. Cordeiro	For	
					Elect Director Edward F. Lonergan	For	
					Elect Director John D. Williams	For	
					Elect Director Maryann T. Mannen	For	
					Elect Director Paul E. Martin	For	
					Elect Director Suzanne P. Nimocks	Against	
					Elect Director W. Howard Morris	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Employee Share Purchase Plan	For	
					Approve Executive Share Ownership Scheme	For	
					Approve Final Dividend	For	
					Approve Long-Term Incentive Plan	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Approve Sharesave Plan	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
RELX Plc	20-apr-23	Professional Services	United Kingdom	Annual	Authorise Market Purchase of Ordinary Shares	For	Eps European Equity Large Cap Index
					Authorise the Audit Committee to Fix Remuneration of Auditors	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Elect Alistair Cox as Director	For	
					Reappoint Ernst & Young LLP as Auditors	For	
					Re-elect Andrew Sukawaty as Director	For	
					Re-elect Charlotte Hogg as Director	For	
					Re-elect Erik Engstrom as Director	Against	
					Re-elect June Felix as Director	For	
					Re-elect Marike van Lier Lels as Director	For	
					Re-elect Nick Luff as Director	For	
					Re-elect Paul Walker as Director	Against	
					Re-elect Robert MacLeod as Director	For	
					Re-elect Suzanne Wood as Director	For	
					Amend Article 16 of Bylaws Re: Age Limit of Chairman of the Board	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 140 Million	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	

					Approve Remuneration Policy of Directors	For	
					Approve Treatment of Losses and Dividends of EUR 1.2 per Share	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
Rexel SA	20-apr-23	Trading Companies & Distributo	France	Annual/Special	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Eps QReturn
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	For	
					Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 720 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 140 Million	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Marie-Christine Lombard as Director	For	
					Elect Steven Borges as Director	For	
					Reelect Ian Meakins as Director	For	
					Approve Compensation of Ian Meakins, Chairman of the Board	For	
					Approve Compensation of Guillaume Texier, CEO	For	
					Advisory Vote on Executive Compensation Approach	For	
					Elect Director Ajay K. Virmani	For	
					Elect Director Alan N. MacGibbon	For	
					Elect Director Amy W. Brinkley	Withhold	
					Elect Director Bharat B. Masrani	For	
					Elect Director Brian C. Ferguson	For	
					Elect Director Brian M. Levitt	Withhold	
					Elect Director Cherie L. Brant	For	
					Elect Director Claude Mongeau	For	
					Elect Director Colleen A. Goggins	Withhold	
					Elect Director David E. Kepler	For	
					Elect Director Karen E. Maidment	Withhold	
The Toronto-Dominion Bank	20-apr-23	Banks	Canada	Annual	Elect Director Mary A. Winston	For	Eps DLongRun
					Elect Director Nancy G. Tower	For	
					Elect Director S. Jane Rowe	For	
					Ratify Ernst & Young LLP as Auditors	For	
					SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	For	
					SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Abstain	
					SP 3: Advisory Vote on Environmental Policies	For	
					SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against	
					SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For	
					SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	For	
					Adopt Financial Statements	For	
					Approve Allocation of Income and Dividends	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Remuneration Report	For	
					Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
Akzo Nobel NV	21-apr-23	Chemicals	Netherlands	Annual	Authorize Cancellation of Repurchased Shares	For	Eps QEquity
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	

					Close Meeting	No voting items	
					Discuss on the Company's Dividend Policy	No voting items	
					Elect B.J. Noteboom to Supervisory Board	For	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Open Meeting	No voting items	
					Receive Report of Management Board (Non-Voting)	No voting items	
					Reelect D.M. Sluimers to Supervisory Board	For	
					Reelect J. Poots-Bijl to Supervisory Board	For	
					Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	
					Approve Compensation of Nicolas Hieronimus, CEO	For	
					Approve Compensation Report of Corporate Officers	Against	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	For	
					Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
					Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Reelect Fabienne Dulac as Director	For	
					Reelect Sophie Bellon as Director	For	
					Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	For	
					Accept Financial Statements and Statutory Reports	For	
					Appoint Chairman of Internal Statutory Auditors	Abstain	
					Approve Allocation of Income	For	
					Approve Performance Shares Plan 2023-2025	Against	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	For	
					Approve Second Section of the Remuneration Report	Against	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
					Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain	
					Slate 1 Submitted by Rossini Sarl	Against	
					Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
					Adopt Financial Statements and Statutory Reports	For	
					Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	For	
					Approve Discharge of Executive Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends	For	
L'Oreal SA	21-apr-23	Personal Care Products	France	Annual/Special			Eps QValue
Recordati SpA	21-apr-23	Pharmaceuticals	Italy	Annual			Eps QValue

ING Groep NV	24-apr-23	Banks	Netherlands	Annual	Approve Remuneration Report	For	Eps QEquity
					Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Alexandra Reich to Supervisory Board	For	
					Elect Karl Guha to Supervisory Board	For	
					Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	For	
					Open Meeting	No voting items	
					Ratify KPMG Accountants N.V. (KPMG) as Auditors	For	
					Receive Explanation on Dividend and Distribution Policy	No voting items	
					Receive Report of Executive Board (Non-Voting)	No voting items	
					Receive Report of Supervisory Board (Non-Voting)	No voting items	
					Reelect Herna Verhagen to Supervisory Board	For	
					Reelect Mike Rees to Supervisory Board	For	
					Reelect Tanate Phutrakul to Executive Board	Abstain	
Vivendi SE	24-apr-23	Media	France	Annual/Special	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	Eps QReturn
					Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	For	
					Approve Compensation of Cedric de Baillencourt, Management Board Member	For	
					Approve Compensation of Celine Merle-Beral, Management Board Member	Against	
					Approve Compensation of Claire Leost, Management Board Member	Against	
					Approve Compensation of Francois Laroze, Management Board Member	Against	
					Approve Compensation of Frederic Crepin, Management Board Member	Against	
					Approve Compensation of Gilles Alix, Management Board Member	For	
					Approve Compensation of Herve Philippe, Management Board Member	For	
					Approve Compensation of Maxime Saada, Management Board Member	Against	
					Approve Compensation of Simon Gillham, Management Board Member	For	
					Approve Compensation of Stephane Roussel, Management Board Member	Against	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of Chairman of the Management Board	For	
					Approve Remuneration Policy of Management Board Members	Against	
					Approve Remuneration Policy of Supervisory Board Members and Chairman	Against	
					Approve Treatment of Losses and Dividends of EUR 0.25 per Share	For	
					Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	For						
Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For						
Authorize Filing of Required Documents/Other Formalities	For						
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million	For						
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For						
Authorize Specific Buyback Program and Cancellation of Repurchased Share	Against						
Elect Sebastien Bollore as Supervisory Board Member	For						

					Reelect Cyrille Bollore as Supervisory Board Member	Against	
					Renew Appointment of Deloitte & Associates as Auditor	For	
					Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Against	
					Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Amend Omnibus Stock Plan	For	
					Commission Third Party Racial Equity Audit	For	
					Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For	
					Elect Director Arnold W. Donald	For	
					Elect Director Brian T. Moynihan	For	
					Elect Director Clayton S. Rose	For	
					Elect Director Denise L. Ramos	For	
					Elect Director Frank P. Bramble, Sr.	For	
					Elect Director Jose (Joe) E. Almeida	For	
					Elect Director Linda P. Hudson	For	
					Elect Director Lionel L. Nowell, III	For	
					Elect Director Maria T. Zuber	For	
					Elect Director Michael D. White	For	
					Elect Director Monica C. Lozano	For	
Bank of America Corporation	25-apr-23	Banks	USA	Annual	Elect Director Pierre J.P. de Weck	For	Eps DLongRun
					Elect Director Thomas D. Woods	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	
					Require Independent Board Chair	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Elect Director Sharon L. Allen	For	
					Advisory Vote on Executive Compensation Approach	For	
					Elect Director Al Monaco	For	
					Elect Director David Freeman	For	
					Elect Director Denise Gray	For	
					Elect Director Jo-ann dePass Olsovsky	Against	
					Elect Director Justin M. Howell	For	
					Elect Director Margaret A. McKenzie	Against	
Canadian National Railway Company	25-apr-23	Ground Transportation	Canada	Annual	Elect Director Michel Letellier	Against	Eps DLongRun
					Elect Director Robert Knight	Against	
					Elect Director Shauneen Bruder	Against	
					Elect Director Susan C. Jones	For	
					Elect Director Tracy Robinson	For	

					Management Advisory Vote on Climate Change	For	
					Ratify KPMG LLP as Auditors	For	
					Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Omnibus Stock Plan	For	
					Elect Director Barbara J. Desoer	For	
					Elect Director Casper W. von Koskull	For	
					Elect Director Diana L. Taylor	For	
					Elect Director Duncan P. Hennes	For	
					Elect Director Ellen M. Costello	For	
					Elect Director Gary M. Reiner	For	
					Elect Director Grace E. Dailey	For	Eps DLongRun
					Elect Director James S. Turley	For	
					Elect Director Jane N. Fraser	For	
					Elect Director John C. Dugan	For	
					Elect Director Peter B. Henry	For	
					Elect Director Renee J. James	For	
					Elect Director S. Leslie Ireland	For	
					Ratify KPMG LLP as Auditors	For	
					Report on Respecting Indigenous Peoples' Rights	For	
					Require Independent Board Chair	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Charles A. Tribbett, III	For	
					Elect Director David H. B. Smith, Jr.	For	
					Elect Director Dean M. Harrison	For	
					Elect Director Donald Thompson	For	
					Elect Director Jay L. Henderson	For	Eps US Equity ESG Index
					Elect Director Jose Luis Prado	For	
					Elect Director Linda Walker Bynoe	Against	
					Elect Director Marcy S. Klevorn	For	
					Elect Director Martin P. Slark	For	
					Elect Director Michael G. O'Grady	For	
					Elect Director Siddharth N. (Bobby) Mehta	For	
					Elect Director Susan Crown	For	
					Ratify KPMG LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Alexis M. Herman	Against	
					Elect Director Amity Millhiser	For	
					Elect Director Ana Botin	For	
					Elect Director Barry Diller	For	
					Elect Director Caroline J. Tsay	For	
					Elect Director Carolyn Everson	For	
					Elect Director Christopher C. Davis	For	
					Elect Director David B. Weinberg	For	
					Elect Director Helene D. Gayle	For	Eps US Equity ESG Index
					Elect Director Herb Allen	For	
					Elect Director James Quincey	For	
					Elect Director Marc Bolland	For	
					Elect Director Maria Elena Lagomasino	For	
					Issue Transparency Report on Global Public Policy and Political Influence	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Report on Congruency of Political Spending with Company Values and Priorities	For	
					Report on Risk Due to Restrictions on Reproductive Rights	For	

					Report on Third-Party Civil Rights Audit	For	
					Require Independent Board Chair	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Agnes Bundy Scanlan	For	
					Elect Director Anna R. Cablik	For	
					Elect Director Bruce L. Tanner	For	
					Elect Director Charles A. Patton	For	
					Elect Director Christine Sears	For	
					Elect Director Dallas S. Clement	For	
					Elect Director David M. Ratcliffe	For	
					Elect Director Donna S. Morea	For	
					Elect Director Easter A. Maynard	For	
					Elect Director Frank P. Scruggs, Jr.	For	
					Elect Director Jennifer S. Banner	For	Eps US Equity ESG Index
					Elect Director K. David Boyer, Jr.	For	
					Elect Director Kelly S. King	For	
					Elect Director Linnie M. Haynesworth	For	
					Elect Director Nido R. Qubein	For	
					Elect Director Patrick C. Graney, III	For	
					Elect Director Paul D. Donahue	For	
					Elect Director Steven C. Voorhees	For	
					Elect Director Thomas E. Skains	For	
					Elect Director Thomas N. Thompson	For	
					Elect Director William H. Rogers, Jr.	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Require Independent Board Chair	For	
					Adopt Policy on Freedom of Association and Collective Bargaining	For	
					Adopt Simple Majority Vote	For	
					Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director CeCelia (CeCe) G. Morken	For	
					Elect Director Celeste A. Clark	For	
					Elect Director Charles W. Scharf	For	
					Elect Director Felicia F. Norwood	For	
					Elect Director Maria R. Morris	For	
					Elect Director Mark A. Chancy	For	Eps STEP 30
					Elect Director Richard B. Payne, Jr.	For	Megatrend ESG
					Elect Director Richard K. Davis	For	Dicembre 2027
					Elect Director Ronald L. Sargent	For	
					Elect Director Steven D. Black	For	
					Elect Director Suzanne M. Vautrinot	For	
					Elect Director Theodore F. Craver, Jr.	For	
					Elect Director Wayne M. Hewett	For	
					Ratify KPMG LLP as Auditors	For	
					Report on Climate Lobbying	For	
					Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	
					Report on Political Expenditures Congruence	For	
					Report on Prevention of Workplace Harassment and Discrimination	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Bylaws	Abstain	
					Elect Director Deborah L. V. Keller	For	
					Elect Director Douglas A. Michels	For	
					Elect Director Eric M. Green	For	
					Elect Director Mark A. Buthman	For	Eps US Equity ESG

Company Name	Date	Industry	Country	Meeting Type	Agenda Items	Voting	Index
West Pharmaceutical Services, Inc.	25-apr-23	Life Sciences Tools & Services	USA	Annual	Elect Director Molly E. Joseph	For	Eps US Equity ESG Index
					Elect Director Myla P. Lai-Goldman	For	
					Elect Director Paolo Pucci	For	
					Elect Director Robert F. Friel	For	
					Elect Director Stephen H. Lockhart	For	
					Elect Director Thomas W. Hofmann	For	
					Elect Director William F. Feehery	Withhold	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
Ameriprise Financial, Inc.	26-apr-23	Capital Markets	USA	Annual	Amend Omnibus Stock Plan	For	Eps US Equity ESG Index
					Elect Director Amy DiGeso	Against	
					Elect Director Brian T. Shea	For	
					Elect Director Christopher J. Williams	For	
					Elect Director Dianne Neal Blixt	For	
					Elect Director James M. Cracchiolo	For	
					Elect Director Robert F. Sharpe, Jr.	For	
					Elect Director W. Edward Walter, III	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Elect Director Armando Pimentel, Jr.	For	
Anglo American Plc	26-apr-23	Metals & Mining	United Kingdom	Annual	Accept Financial Statements and Statutory Reports	For	Eps QValue
					Approve Final Dividend	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Authorise Board to Fix Remuneration of Auditors	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Elect Magali Anderson as Director	For	
Reappoint PricewaterhouseCoopers LLP as Auditors	For						
Anheuser-Busch InBev SA/NV	26-apr-23	Beverages	Belgium	Annual/Special	Re-elect Duncan Wanblad as Director	For	Eps QValue
					Re-elect Hilary Maxson as Director	For	
					Re-elect Hixonia Nyasulu as Director	For	
					Re-elect Ian Ashby as Director	Against	
					Re-elect Ian Tyler as Director	For	
					Re-elect Marcelo Bastos as Director	For	
					Re-elect Nonkululeko Nyembezi as Director	For	
					Re-elect Stephen Pearce as Director	For	
					Re-elect Stuart Chambers as Director	Against	
					Amend Articles Re: Composition Rules for the Board of Directors	For	
Approve Discharge of Auditors	For						
Approve Discharge of Directors	For						
Approve Financial Statements, Allocation of Income and Dividends of EUR 0.75 per Share	For						
Approve Remuneration Report	Against						
Elect Aradhana Sarin as Independent Director	For						
Elect Dirk Van de Put as Independent Director	For						
Elect Heloisa Sicupira as Director	Against						
Elect Lynne Biggar as Independent Director	For						
Elect Salvatore Mancuso as Restricted Share Director	Against						
Receive Auditors' Reports (Non-Voting)	No voting items						
Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	No voting items						

					Receive Directors' Reports (Non-Voting)	No voting items	
					Reelect Alejandro Santo Domingo as Restricted Share Director	Against	
					Reelect Claudio Garcia as Director	Against	
					Reelect Martin J. Barrington as Restricted Share Director	Against	
					Reelect Sabine Chalmers as Director	Against	
					Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Ana G. Pinczuk	For	
					Elect Director Colin J. Parris	For	
					Elect Director Joseph L. (Jay) Hooley	For	
					Elect Director Kevin P. Clark	For	
Aptiv PLC	26-apr-23	Automobile Components	Jersey	Annual	Elect Director Merit E. Janow	For	Eps US Equity ESG Index
					Elect Director Nancy E. Cooper	For	
					Elect Director Paul M. Meister	Against	
					Elect Director Richard L. (Rick) Clemmer	For	
					Elect Director Robert K. (Kelly) Ortberg	For	
					Elect Director Sean O. Mahoney	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Adopt Financial Statements and Statutory Reports	For	
					Amend Remuneration of the Members of the Supervisory Board	For	
					Amend Remuneration Policy for the Supervisory Board	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends	For	
					Approve Number of Shares for Management Board	For	
					Approve Remuneration Report	For	
					Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
					Authorize Cancellation of Repurchased Shares	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
ASML Holding NV	26-apr-23	Semiconductors & Semiconduct	Netherlands	Annual	Close Meeting	No voting items	Eps STEP 30 Megatrend ESG Giugno 2027
					Discuss Composition of the Supervisory Board	No voting items	
					Discuss the Company's Business, Financial Situation and Sustainability	No voting items	
					Elect J.P. de Kreij to Supervisory Board	For	
					Elect N.S. Andersen to Supervisory Board	Against	
					Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	
					Open Meeting	No voting items	
					Other Business (Non-Voting)	No voting items	
					Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	
					Receive Explanation on Company's Reserves and Dividend Policy	No voting items	
					Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	No voting items	
					Accept Financial Statements and Statutory Reports	For	
					Adjust Remuneration of External Auditors	For	
					Approve Allocation of Income	For	
					Approve Internal Auditors' Remuneration	For	
					Approve Long Term Incentive Plan 2023-2025	For	
					Approve Remuneration Policy	For	
					Approve Second Section of the Remuneration Report	For	
					Approve Share Plan for Generali Group Employees	For	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	For	

Assicurazioni Generali SpA	26-apr-23	Insurance	Italy	Annual		Eps QValue
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	For
					Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain
					Elect Stefano Marsaglia as Director	For
					Slate Submitted by Institutional Investors (Assogestioni)	For
					Slate Submitted by VM 2006 Srl	Against
					Advisory Vote on Say on Pay Frequency	One Year
					Advisory Vote to Ratify Named Executive Officers' Compensation	For
Ball Corporation	26-apr-23	Containers & Packaging	USA	Annual	Elect Director Betty J. Sapp	For
					Elect Director Cathy D. Ross	For
					Elect Director Stuart A. Taylor, II	For
					Ratify PricewaterhouseCoopers LLP as Auditors	For
					Adopt Financial Statements and Statutory Reports	For
					Amend Articles of Association	For
					Amend Remuneration Policy	For
					Approve Discharge of Management Board	For
					Approve Discharge of Supervisory Board	For
					Approve Dividends of EUR 2.85 Per Share	For
					Approve Reduction in Share Capital through Cancellation of Shares	For
					Approve Remuneration Report	Against
BE Semiconductor Industries NV	26-apr-23	Semiconductors & Semiconduct	Netherlands	Annual	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
					Close Meeting	No voting items
					Elect Richard Norbruis to Supervisory Board	For
					Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For
					Open Meeting	No voting items
					Other Business (Non-Voting)	No voting items
					Receive Annual Report (Non-Voting)	No voting items
					Receive Explanation on Company's Reserves and Dividend Policy	No voting items
					Accept Financial Statements and Statutory Reports	For
					Approve Final Dividend	For
					Approve Remuneration Report	For
					Authorise Board to Fix Remuneration of Auditors	For
					Authorise Issue of Equity	For
					Authorise Issue of Equity without Pre-emptive Rights	For
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For
					Authorise Market Purchase of Ordinary Shares	For
Bunzl Plc	26-apr-23	Trading Companies & Distributo	United Kingdom	Annual	Authorise the Company to Call General Meeting with Two Weeks' Notice	For
					Elect Jacky Simmonds as Director	For
					Elect Pam Kirby as Director	For
					Reappoint PricewaterhouseCoopers LLP as Auditors	For
					Re-elect Frank van Zanten as Director	For
					Re-elect Lloyd Pitchford as Director	For
					Re-elect Peter Ventress as Director	Against
					Re-elect Richard Howes as Director	For
					Re-elect Stephan Nanninga as Director	For
					Re-elect Vanda Murray as Director	For
					Re-elect Vin Murria as Director	For
					Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	For
					Approve Allocation of Income and Dividends of EUR 1.40 per Share	For

					Approve Auditors' Special Report on Related-Party Transactions	For	
					Approve Compensation of Catherine MacGregor, CEO	For	
					Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	Eps QReturn
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Reserved for Employees of International Subsidiaries	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Lucie Muniesa as Director	Abstain	
					Reelect Marie-Jose Nadeau as Director	Against	
					Reelect Patrice Durand as Director	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Bruce R. Brook	For	
					Elect Director Emma FitzGerald	For	
					Elect Director Gregory H. Boyce	For	
					Elect Director Jane Nelson	For	
					Elect Director Jose Manuel Madero	For	Eps US Equity ESG Index
					Elect Director Julio M. Quintana	For	
					Elect Director Mary A. Laschinger	For	
					Elect Director Maura Clark	For	
					Elect Director Patrick G. Awuah, Jr.	For	
					Elect Director Rene Medori	For	
					Elect Director Susan N. Story	For	
					Elect Director Thomas Palmer	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Accept Financial Statements and Statutory Reports	For	
					Acknowledge Proper Convening of Meeting	No voting items	
					Amend Articles Re: Location of General Meeting; Virtual Participation	Against	
					Approve Allocation of Income and Dividends of EUR 0.35 Per Share	For	
					Approve Discharge of Board and President and CEO	For	
					Approve Issuance of up to 13.8 Million Shares without Preemptive Rights	For	
					Approve Remuneration of Auditors	For	
					Approve Remuneration of Directors in the Amount of EUR 110,000 for Chair, EUR 75,000 for Deputy Chair and Committee Chairs, and EUR 52,500 for Other Directors; Approve Meeting Fees	For	
					Approve Remuneration Report (Advisory Vote)	For	
					Authorize Share Repurchase Program	For	
					Call the Meeting to Order	No voting items	
					Close Meeting	No voting items	Eps QReturn
					Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	No voting items	
					Fix Number of Directors at Nine	For	
					Open Meeting	No voting items	
					Prepare and Approve List of Shareholders	No voting items	
					Proposal on Contribution to Universities, Higher Education Institutions or Non-Profit	For	

					Ratify Ernst & Young as Auditors	For	
					Receive Financial Statements and Statutory Reports	No voting items	
					Reelect Susanne Hahn, Jukka Hienonen (Chair), Veronica Lindholm, Christopher Ostrander, Jouko Polonen, George Rietbergen and Pekka Vauramo (Deputy Chair) as Directors; Elect Markus Korsten and Reima Rytso as New Directors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	
					Elect Director David M. Cordani	For	
					Elect Director Donna F. Zarcone	For	
					Elect Director Elder Granger	For	
					Elect Director Eric C. Wiseman	For	
					Elect Director Eric J. Foss	For	
					Elect Director George Kurian	For	
					Elect Director Kathleen M. Mazzarella	For	Eps US Equity ESG Index
					Elect Director Kimberly A. Ross	For	
					Elect Director Mark B. McClellan	For	
					Elect Director Neesha Hathi	For	
					Elect Director William J. DeLaney	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Reduce Ownership Threshold for Shareholders to Call Special Meeting Report on Congruency of Political Spending with Company Values and Priorities	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Beatriz R. Perez	For	
					Elect Director D.G. Macpherson	For	
					Elect Director E. Scott Santi	For	
					Elect Director Katherine D. Jaspon	For	
					Elect Director Lucas E. Watson	For	Eps US Equity ESG Index
					Elect Director Neil S. Novich	For	
					Elect Director Rodney C. Adkins	For	
					Elect Director Steven A. White	For	
					Elect Director Stuart L. Levenick	For	
					Elect Director Susan Slavik Williams	For	
					Elect Director V. Ann Hailey	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Accept Financial Statements and Statutory Reports	For	
					Adopt New Articles of Association	For	
					Approve Dividends	For	
					Approve Remuneration Report	For	
					Authorise Board to Fix Remuneration of Auditors	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise UK Political Donations and Expenditure	For	
					Reappoint PricewaterhouseCoopers LLP as Auditors	For	Eps QValue
					Re-elect Andreas Rummelt as Director	For	
					Re-elect Aradhana Sarin as Director	For	
					Re-elect Deborah DiSanzo as Director	For	

					Re-elect Diana Layfield as Director	For	
					Re-elect Euan Ashley as Director	For	
					Re-elect Marcus Wallenberg as Director	For	
					Re-elect Michel Demare as Director	For	
					Re-elect Nazneen Rahman as Director	For	
					Re-elect Pascal Soriot as Director	For	
					Re-elect Philip Broadley as Director	For	
					Re-elect Sheri McCoy as Director	For	
					Re-elect Tony Mok as Director	For	
					Approve Allocation of Income and Dividends of EUR 1.70 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	For	
					Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	For	
					Approve Compensation of Thomas Buberl, CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Eps European Equity Large Cap Index
					Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
					Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	For	
					Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Abstain	
					Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Abstain	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Amend Articles Re: Electronic Participation	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 3.40 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Eps QReturn
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Ratify KPMG AG as Auditors for Fiscal Year 2023	Against	
AXA SA	27-apr-23	Insurance	France	Annual/Special			
BASF SE	27-apr-23	Chemicals	Germany	Annual			

					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Approve Allocation of Income and Dividends of EUR 1.80 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions	Against	
					Approve Compensation of Edward Bouygues, Vice-CEO	For	
					Approve Compensation of Martin Bouygues, Chairman of the Board	For	
					Approve Compensation of Olivier Roussat, CEO	Against	
					Approve Compensation of Pascal Grange, Vice-CEO	Against	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Abstain	
					Approve Remuneration Policy of CEO and Vice-CEOs	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	
					Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Against	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
Bouygues SA	27-apr-23	Construction & Engineering	France	Annual/Special	Authorize Capitalization of Reserves of Up to EUR 4 Billion for Bonus Issue or Increase in Par Value	For	Eps QReturn
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Against	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Against	
					Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Abstain	
					Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against	
					Authorize up to 0.125 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Retirement	For	
					Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	For	
					Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against	
					Reelect Alexandre de Rothschild as Director	Against	
					Reelect Benoit Maes as Director	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Abstain	
					Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against	
					Accept Financial Statements and Statutory Reports	For	
					Approve Final Dividend	For	
					Approve Remuneration Report	For	
					Authorise Board to Fix Remuneration of Auditors	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise Reissuance of Treasury Shares	For	
					Elect Badar Khan as Director	For	
					Elect Christina Verchere as Director	For	
CRH Plc	27-apr-23	Construction Materials	Ireland	Annual	Ratify Deloitte Ireland LLP as Auditors	For	Eps QReturn
					Re-elect Albert Manifold as Director	Against	

					Re-elect Caroline Dowling as Director	For	
					Re-elect Gillian Platt as Director	For	
					Re-elect Jim Mintern as Director	For	
					Re-elect Johan Karlstrom as Director	For	
					Re-elect Lamar McKay as Director	For	
					Re-elect Mary Rhinehart as Director	For	
					Re-elect Richard Fearon as Director	For	
					Re-elect Richie Boucher as Director	Against	
					Re-elect Shaun Kelly as Director	For	
					Re-elect Siobhan Talbot as Director	For	
					Approve Allocation of Income and Dividends of EUR 2 per Share	For	
					Approve Compensation of Gilles Schnepf, Chairman of the Board	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Approve Remuneration Policy of Executive Corporate Officers	For	
					Authorize Board to Increase Capital in the Event of Additional Demand		
					Related to Delegation Submitted to Shareholder Vote Under Item 16	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for		
					Contributions in Kind	For	
					Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange		
					Offers	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans		
					Reserved for Employees of International Subsidiaries	For	
					Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue		
					or Increase in Par Value	For	
Danone SA	27-apr-23	Food Products	France	Annual/Special			Eps QReturn
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive		
					Rights up to Aggregate Nominal Amount of EUR 50 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive		
					Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR		
					16.9 Million	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock		
					Plans with Performance Conditions Attached	For	
					Elect Sanjiv Mehta as Director	For	
					Ratify Appointment of Gilbert Ghostine as Director Following Resignation of		
					Guido Barilla	For	
					Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile		
					Cabanis	For	
					Reelect Gilles Schnepf as Director	For	
					Reelect Valerie Chapoulaud-Floquet as Director	For	
					Approve Compensation of Antoine de Saint-Affrique, CEO	For	
					Acknowledge Information on Repurchase Program	Abstain	
					Approve Allocation of Income	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Discharge of Auditors	For	
					Approve Discharge of Directors	For	
					Approve Financial Statements	For	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	Against	
Eurofins Scientific SE	27-apr-23	Life Sciences Tools & Services	Luxembourg	Annual	Authorize Filing of Required Documents and Other Formalities	For	Eps QReturn

					Receive and Approve Auditor's Reports	Abstain	
					Receive and Approve Board's Reports	Abstain	
					Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Abstain	
					Reelect Fereshteh Pouchantchi as Director	For	
					Reelect Ivo Rauh as Director	For	
					Renew Appointment of Deloitte Audit as Auditor	For	
					Accept Financial Statements and Statutory Reports	For	
					Adjust Remuneration of External Auditors	For	
					Approve 2023 Incentive System for Employees	For	
					Approve 2023 Incentive System for Personal Financial Advisors	For	
					Approve Allocation of Income	For	
					Approve Elimination of Negative Reserves	For	
					Approve Internal Auditors' Remuneration	For	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	For	
					Approve Second Section of the Remuneration Report	For	
FinecoBank SpA	27-apr-23	Banks	Italy	Annual/Special	Authorize Board to Increase Capital to Service 2022 Incentive System	For	Eps QValue
					Authorize Board to Increase Capital to Service 2023 Incentive System	For	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2023 PFA System	For	
					Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain	
					Fix Board Terms for Directors	For	
					Fix Number of Directors	For	
					Slate 1 Submitted by Board of Directors	Against	
					Slate 1 Submitted by Institutional Investors (Assogestioni)	For	
					Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
					Amend Articles Re: By-Elections to the Supervisory Board	For	
					Amend Articles Re: General Meeting Chair and Procedure	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Amend Articles Re: Supervisory Board Term of Office	For	
					Approve Allocation of Income and Dividends of EUR 0.95 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
GEA Group AG	27-apr-23	Machinery	Germany	Annual	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Eps QReturn
					Approve Remuneration of Supervisory Board	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
					Elect Hans Kempf to the Supervisory Board	Against	
					Ratify KPMG AG as Auditors for Fiscal Year 2023	Against	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Adopt Mandatory Arbitration Bylaw - Withdrawn	No voting items	
					Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Anne M. Mulcahy	For	
					Elect Director D. Scott Davis	For	
					Elect Director Darius Adamczyk	For	
					Elect Director Hubert Joly	For	
					Elect Director Jennifer A. Doudna	For	
Johnson & Johnson	27-apr-23	Pharmaceuticals	USA	Annual	Elect Director Joaquin Duato	For	Eps DLongRun
					Elect Director Marillyn A. Hewson	For	
					Elect Director Mark A. Weinberger	For	

Elect Director Mark B. McClellan	For
Elect Director Mary C. Beckerle	For
Elect Director Nadja Y. West	For
Elect Director Paula A. Johnson	For
Ratify PricewaterhouseCoopers LLP as Auditors	For
Report on Government Financial Support and Equitable Access to Covid-19 Products	For
Report on Impact of Extended Patent Exclusivities on Product Access	For

Kering SA

27-apr-23

Textiles, Apparel & Luxury Good France

Annual/Special

Approve Allocation of Income and Dividends of EUR 14 per Share	For
Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against
Approve Compensation of Jean-Francois Palus, Vice-CEO	For
Approve Compensation Report of Corporate Officers	For
Approve Consolidated Financial Statements and Statutory Reports	For
Approve Financial Statements and Statutory Reports	For
Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	For
Approve Remuneration Policy of Directors	For
Approve Remuneration Policy of Executive Corporate Officers	For
Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	For
Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	For
Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For
Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For
Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Authorize Filing of Required Documents/Other Formalities	For
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For
Approve Allocation of Income and Dividends of EUR 1.37 per Share	For

Eps QValue

					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Charles Lantieri, Vice-CEO	For	
					Approve Compensation of Stephane Pallez, Chairman and CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	For	
					Approve Remuneration Policy of Corporate Officers	For	
					Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
La Francaise des Jeux SA	27-apr-23	Hotels, Restaurants & Leisure	France	Annual/Special	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	For	Eps QReturn
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Capital	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Philippe Lazare as Director	For	
					Reelect Corinne Lejbowicz as Director	For	
					Reelect Fabienne Dulac as Director	For	
					Reelect Francoise Gri as Director	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Albert Bourla	For	
					Elect Director Dan R. Littman	For	
					Elect Director Helen H. Hobbs	For	
					Elect Director James C. Smith	For	
					Elect Director James Quincey	For	
					Elect Director Joseph J. Echevarria	For	
					Elect Director Ronald E. Blaylock	For	
					Elect Director Scott Gottlieb	For	
Pfizer Inc.	27-apr-23	Pharmaceuticals	USA	Annual	Elect Director Shantanu Narayen	For	Eps DLongRun
					Elect Director Susan Desmond-Hellmann	For	
					Elect Director Susan Hockfield	For	
					Elect Director Suzanne Nora Johnson	For	
					Ratify KPMG LLP as Auditors	For	
					Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	For	
					Report on Impact of Extended Patent Exclusivities on Product Access	For	
					Report on Political Expenditures Congruence	For	
					Require Independent Board Chair	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Qualified Employee Stock Purchase Plan	For	
					Elect Director Carrie S. Cox	For	

Texas Instruments Incorporated	27-apr-23	Semiconductors & Semiconduct	USA	Annual	Elect Director Curtis C. Farmer	For	Eps US Equity ESG Index
					Elect Director Haviv Ilan	For	
					Elect Director Janet F. Clark	For	
					Elect Director Jean M. Hobby	For	
					Elect Director Mark A. Blinn	For	
					Elect Director Martin S. Craighead	For	
					Elect Director Pamela H. Patsley	For	
					Elect Director Richard K. Templeton	For	
					Elect Director Robert E. Sanchez	For	
					Elect Director Ronald Kirk	For	
					Elect Director Todd M. Bluedorn	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	
					Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	
Approve Change-of-Control Clause Re: EMTN Program Renewal	For						
UCB SA	27-apr-23	Pharmaceuticals	Belgium	Annual/Special	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement	For	Eps QValue
					Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 2 November 2022	For	
					Approve Discharge of Auditors	For	
					Approve Discharge of Directors	For	
					Approve Financial Statements, Allocation of Income and Dividends of EUR 1.33 per Share	For	
					Approve Long-Term Incentive Plans	For	
					Approve Remuneration Report	For	
					Elect Maelys Castella as Director	For	
					Indicate Jan Berger as Independent Director	For	
					Indicate Maelys Castella as Independent Director	For	
					Receive Auditors' Reports (Non-Voting)	No voting items	
					Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	No voting items	
					Receive Directors' Reports (Non-Voting)	No voting items	
					Reelect Cyril Janssen as Director	For	
					Reelect Jan Berger as Director	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Allocation of Income	For	
Approve Internal Auditors' Remuneration	For						
Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	For						
Approve Remuneration of Directors	For						
Approve Remuneration Policy	For						
Approve Second Section of the Remuneration Report	For						
Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For						
A2A SpA	28-apr-23	Multi-Utilities	Italy	Annual	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain	Eps QReturn

					Slate Submitted by Azienda Energetica Municipale SpA, COGEME - Servizi Pubblici Locali SpA, Inarcassa, and ENPAM Foundation	Against	
					Slate Submitted by Institutional Investors (Assogestioni)	For	
					Slate Submitted by Municipalities of Brescia and Milan	Against	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	Against	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
Bayer AG	28-apr-23	Pharmaceuticals	Germany	Annual	Elect Kimberly Mathisen to the Supervisory Board	For	
					Elect Norbert Winkeljohann to the Supervisory Board	Against	Eps QReturn
					Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.40 per Share for Fiscal Year 2022	For	
					Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Abstain	
					Approve Allocation of Income and Dividends	For	
					Approve Consolidated and Standalone Financial Statements	For	
					Approve Consolidated and Standalone Management Reports	Abstain	
					Approve Contracting of Logistics Services Provided by Endesa Generacion SAU to Enel Produzione SpA in the Ports of Carboneras and Ferrol	For	
					Approve Discharge of Board	For	
					Approve Execution of Financial Transactions, in the Form of a Credit Facility and a Loan, between Enel Finance International NV and Endesa SA	For	
					Approve License Agreement for the Use of Platforms and Related Services as a "Software as a Service" Solution, between Enel X SRL and Endesa X Servicios SL	For	
					Approve Non-Financial Information Statement	For	
					Approve Re invoicing of the Expatriate Costs between Endesa Group Companies and Enel Group Companies	For	
					Approve Remuneration Report	For	
					Approve Strategic Incentive Plan	For	
Endesa SA	28-apr-23	Electric Utilities	Spain	Annual	Authorize Board to Ratify and Execute Approved Resolutions	For	
					Reelect Alberto de Paoli as Director	For	Eps QValue
					Reelect Francisco de Lacerda as Director	For	
					Reelect Ignacio Garralda Ruiz de Velasco as Director	For	
					Reelect Juan Sanchez-Calero Guilarte as Director	For	
					Approve Contracting of Corporate Services Provided by Endesa Group Companies to Gridspertise Iberia SL	For	
					Approve Contracting of Technical Resources by Enel Green Power Espana SLU from Enel Green Power SpA Related to Engineering Services for the Development of Projects of Renewable Energies	For	
					Approve Contracts for the Supply of Electric Charging Solutions and the Provision of Services between Endesa X Way SL and Endesa X Servicios SL, Endesa Energia SAU, Endesa Medios y Sistemas SL and Asociacion Nuclear Asco - Vandellos II AIE	For	
					Approve Purchases of Liquefied Natural Gas (LNG) for 2023, in a Maximum Volume of 4.5TWh, between Endesa Energia SA and Enel Global Trading SpA	For	

					Approve Contract for the Provision of Dielectric Fluid Analysis Services in Power Transformers by Endesa Ingenieria SL to E-Distribuzione SRL	For	
					Approve Contracting of Gridspertise SRL by Edistribucion Redes Digitales SLU forthe Supply of LVM Hubs and Other Assets	For	
					Advisory Vote on Remuneration Report	For	
					Amend Article 8 Re: Internal Regulations and Compliance System	For	
					Amend Articles Re: Corporate Structure of the Iberdola Group	For	
					Amend Preamble and Heading of the Preliminary Title of the Bylaws	For	
					Approve Allocation of Income and Dividends	For	
					Approve Consolidated and Standalone Financial Statements	For	
					Approve Consolidated and Standalone Management Reports	For	
					Approve Discharge of Board	For	
					Approve Engagement Dividend	For	
					Approve Non-Financial Information Statement	For	
Iberdrola SA	28-apr-23	Electric Utilities	Spain	Annual	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	Eps QValue
					Approve Restricted Stock Plan	For	
					Approve Scrip Dividends	For	
					Authorize Board to Ratify and Execute Approved Resolutions	For	
					Fix Number of Directors at 14	For	
					Ratify Appointment of and Elect Armando Martinez Martinez as Director	For	
					Reelect Jose Ignacio Sanchez Galan as Director	For	
					Reelect Manuel Moreu Munaiz as Director	For	
					Reelect Maria Helena Antolin Raybaud as Director	For	
					Reelect Sara de la Rica Goiricelaya as Director	For	
					Reelect Xabier Sagredo Ormaza as Director	For	
					Accept Financial Statements and Statutory Reports	For	
					Amend Articles Re: Article Articles 14	For	
					Amend Company Bylaws Re: Article 16	For	
					Approve Allocation of Income	For	
					Approve Internal Auditors' Remuneration	For	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	Against	
					Approve Second Section of the Remuneration Report	Against	
Interpump Group SpA	28-apr-23	Machinery	Italy	Annual/Special	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	Eps QReturn
					Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain	
					Elect Board Chair	Against	
					Fix Board Terms for Directors	For	
					Fix Number of Directors	For	
					Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	No voting items	
					Slate 1 Submitted by Gruppo IPG Holding SpA	Against	
					Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Final Dividend	For	
					Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	
					Approve Remuneration Report	For	
					Authorise Board to Fix Remuneration of Auditors	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	

Company	Date	Sector	Country	Meeting Type	Agenda Items	Voting	Notes
Kingspan Group Plc	28-apr-23	Building Products	Ireland	Annual	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	Eps QReturn
					Authorise Market Purchase of Shares	For	
					Authorise Reissuance of Treasury Shares	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Elect Senan Murphy as Director	For	
					Re-elect Anne Heraty as Director	For	
					Re-elect Eimear Moloney as Director	For	
					Re-elect Gene Murtagh as Director	For	
					Re-elect Geoff Doherty as Director	For	
					Re-elect Gilbert McCarthy as Director	For	
					Re-elect Jost Massenber as Director	Against	
					Re-elect Linda Hickey as Director	For	
					Re-elect Paul Murtagh as Director	For	
					Re-elect Russell Shiels as Director	For	
					Accept Financial Statements and Statutory Reports for Fiscal Year 2022	For	
Merck KGaA	28-apr-23	Pharmaceuticals	Germany	Annual	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	Eps QReturn
					Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Accept Financial Statements and Statutory Reports	For	
					Approve Final Dividend	For	
					Approve Remuneration Policy	Against	
					Approve Remuneration Report	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Authorise Market Purchase of Ordinary Shares	For						
Authorise the Audit Committee to Fix Remuneration of Auditors	For	Eps STEP 30 Megatrend ESG Giugno 2027					
Authorise the Company to Call General Meeting with Two Weeks' Notice	For						
Reappoint Ernst & Young LLP as Auditors	For						
Re-elect Andy Bird as Director	For						
Re-elect Annette Thomas as Director	For						
Re-elect Esther Lee as Director	For						
Re-elect Graeme Pitkethly as Director	For						
Re-elect Lincoln Wallen as Director	For						
Re-elect Omid Kordestani as Director	For						
Re-elect Sally Johnson as Director	For						
Re-elect Sherry Coutu as Director	For						
Re-elect Tim Score as Director	For						
Accept Financial Statements and Statutory Reports	For						
Approve Final Dividend	For						
Approve Remuneration Report	For						
Authorise Board to Fix Remuneration of Auditors	For						
Authorise Issue of Equity	For						
Authorise Issue of Equity without Pre-emptive Rights	For						
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For						

Smurfit Kappa Group Plc	28-apr-23	Containers & Packaging	Ireland	Annual	Authorise Market Purchase of Ordinary Shares	For	Eps QReturn
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Elect Mary Lynn Ferguson-McHugh as Director	For	
					Re-elect Anne Anderson as Director	For	
					Re-elect Anthony Smurfit as Director	For	
					Re-elect Carol Fairweather as Director	For	
					Re-elect Frits Beurskens as Director	For	
					Re-elect Irial Finan as Director	Against	
					Re-elect James Lawrence as Director	For	
					Re-elect Jorgen Rasmussen as Director	For	
					Re-elect Kaisa Hietala as Director	For	
					Re-elect Ken Bowles as Director	For	
					Re-elect Lourdes Melgar as Director	For	
					<hr/>		
American Express Company	02-mag-23	Consumer Finance	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Charles E. Phillips	For	
					Elect Director Christopher D. Young	For	
					Elect Director Daniel L. Vasella	For	
					Elect Director Deborah P. Majoras	For	
					Elect Director John J. Brennan	For	
					Elect Director Karen L. Parkhill	For	
					Elect Director Lisa W. Wardell	For	
					Elect Director Lynn A. Pike	For	
					Elect Director Peter Chernin	Against	
					Elect Director Ralph de la Vega	For	
					Elect Director Stephen J. Squeri	For	
					Elect Director Theodore J. Leonsis	For	
Elect Director Thomas J. Baltimore	For						
Elect Director Walter J. Clayton, III	For						
Ratify PricewaterhouseCoopers LLP as Auditors	For						
Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For						
Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For						
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ArcelorMittal SA	02-mag-23	Metals & Mining	Luxembourg	Annual	Appoint Ernst & Young as Auditor	For	Eps STEP 30 Megatrend ESG Giugno 2027
					Approve Allocation of Income	For	
					Approve Consolidated Financial Statements	For	
					Approve Discharge of Directors	For	
					Approve Dividends	For	
					Approve Financial Statements	For	
					Approve Remuneration of the Directors, Lead Independent Directors, Members and Chairs of the Audit and Risk Committee, Members and Chairs of the Other Committee, Members and Chairs of the Special Committee and Chief Executive Officer	For	
					Approve Remuneration Report	For	
					Approve Share Repurchase	For	
					Reelect Aditya Mittal as Director	For	
					Reelect Etienne Schneider as Director	For	
					Reelect Lakshmi Niwas Mittal as Director	Against	
					Reelect Michel Wurth as Director	For	
					Reelect Patrica Barbizet as Director	For	
Approve Grants of Share-Based Incentives and Performance Unit Plan 2023-2033 for the Executive Chairman and the Chief Executive Officer	For						
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ArcelorMittal SA	02-mag-23	Metals & Mining	Luxembourg	Extraordinary Shareholders	Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association	For	Eps STEP 30 Megatrend ESG Giugno 2027
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						Advisory Vote on Say on Pay Frequency	One Year
						Advisory Vote to Ratify Named Executive Officers' Compensation	For
						Amend Right to Call Special Meeting	For

					Commission a Civil Rights and Non-Discrimination Audit	For	
					Elect Director Deepak L. Bhatt	For	
					Elect Director Derica W. Rice	For	
					Elect Director Gerald L. Storch	For	
					Elect Director Giovanni Caforio	For	
					Elect Director Julia A. Haller	For	
Bristol-Myers Squibb Company	02-mag-23	Pharmaceuticals	USA	Annual			Eps DLongRun
					Elect Director Karen H. Vousden	For	
					Elect Director Manuel Hidalgo Medina	For	
					Elect Director Paula A. Price	For	
					Elect Director Peter J. Arduini	For	
					Elect Director Phyllis R. Yale	For	
					Elect Director Theodore R. Samuels	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Require Independent Board Chair	For	
					Approve Allocation of Income and Dividends of EUR 2.95 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
Air Liquide SA	03-mag-23	Chemicals	France	Annual/Special	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	For	Eps European Equity Large Cap Index
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Alexis Perakis-Valat as Director	For	
					Elect Catherine Guillouard as Director	For	
					Elect Christina Law as Director	For	
					Elect Michael H. Thaman as Director	For	
					Ratify Appointment of Monica de Virgiliis as Director	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	
					Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	For	
					Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	For	
					Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Christopher H. Franklin	For	
					Elect Director Daniel J. Hilferty	For	
					Elect Director David A. Ciesinski	For	
					Elect Director Edwina Kelly	For	
					Elect Director Elizabeth B. Amato	For	
					Elect Director Ellen T. Ruff	For	
					Elect Director Lee C. Stewart	For	
Essential Utilities, Inc.	03-mag-23	Water Utilities	USA	Annual			Eps US Equity ESG Index

					Elect Director W. Bryan Lewis	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Omnibus Stock Plan	For	
					Elect Director Joseph R. Nolan, Jr.	For	
					Elect Director Cotton M. Cleveland	For	
					Elect Director David H. Long	For	
					Elect Director Francis A. Doyle	For	
Eversource Energy	03-mag-23	Electric Utilities	USA	Annual	Elect Director Frederica M. Williams	For	Eps US Equity ESG Index
					Elect Director Gregory M. Jones	For	
					Elect Director John Y. Kim	For	
					Elect Director Linda Dorcena Forry	For	
					Elect Director Loretta D. Keane	For	
					Elect Director William C. Van Faasen	For	
					Increase Authorized Common Stock	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Elect Director Kenneth R. Leibler	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Catherine Lesjak	For	
					Elect Director Darren McDew	For	
					Elect Director Edward Garden	For	
					Elect Director H. Lawrence Culp, Jr.	For	
					Elect Director Isabella Goren	For	
					Elect Director Jessica Uhl	For	
General Electric Company	03-mag-23	Industrial Conglomerates	USA	Annual	Elect Director Paula Rosput Reynolds	Against	Eps DLongRun
					Elect Director Sebastien Bazin	For	
					Elect Director Stephen Angel	For	
					Elect Director Thomas Horton	For	
					Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against	
					Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Require Independent Board Chairman	For	
					Hire Investment Bank to Explore Sale of Company	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Qualified Employee Stock Purchase Plan	For	
					Amend Right to Call Special Meeting	For	
					Elect Director Anthony Welters	For	
					Elect Director Daniel P. O'Day	For	
					Elect Director Harish Manwani	For	
					Elect Director Jacqueline K. Barton	For	Eps US Equity ESG Index
Gilead Sciences, Inc.	03-mag-23	Biotechnology	USA	Annual	Elect Director Javier J. Rodriguez	For	
					Elect Director Jeffrey A. Bluestone	For	
					Elect Director Kelly A. Kramer	For	
					Elect Director Kevin E. Lofton	For	
					Elect Director Sandra J. Horning	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Report on Impact of Extended Patent Exclusivities on Product Access	For	
					Require More Director Nominations Than Open Seats	Abstain	
					Accept Financial Statements and Statutory Reports	For	
					Approve Amendments to the Remuneration Policy	For	
					Approve Remuneration Report	For	
					Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Abstain	
					Authorise Issue of Equity	For	

GSK Plc	03-mag-23	Pharmaceuticals	United Kingdom	Annual	Authorise Issue of Equity without Pre-emptive Rights	For	Eps QValue
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise UK Political Donations and Expenditure	For	
					Elect Elizabeth McKee Anderson as Director	For	
					Elect Julie Brown as Director	For	
					Elect Vishal Sikka as Director	For	
					Reappoint Deloitte LLP as Auditors	For	
					Re-elect Anne Beal as Director	For	
					Re-elect Charles Bancroft as Director	For	
					Re-elect Dame Emma Walmsley as Director	For	
					Re-elect Hal Barron as Director	For	
					Re-elect Harry Dietz as Director	For	
Re-elect Jesse Goodman as Director	For						
Re-elect Sir Jonathan Symonds as Director	Against						
Re-elect Urs Rohner as Director	For						
International Flavors & Fragrances In	03-mag-23	Chemicals	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Barry A. Bruno	For	
					Elect Director Carol Anthony (John) Davidson	For	
					Elect Director Christina Gold	Against	
					Elect Director Dawn C. Willoughby	For	
					Elect Director Frank K. Clyburn, Jr.	For	
					Elect Director Gary Hu	For	
					Elect Director John F. Ferraro	For	
					Elect Director Kathryn J. Boor	For	
					Elect Director Kevin O'Byrne	For	
					Elect Director Mark J. Costa	For	
					Elect Director Roger W. Ferguson, Jr.	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					PepsiCo, Inc.	03-mag-23	
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Elect Director Alberto Weisser	For						
Elect Director Cesar Conde	For						
Elect Director Daniel Vasella	For						
Elect Director Darren Walker	For						
Elect Director Dave J. Lewis	For						
Elect Director David C. Page	For						
Elect Director Dina Dublon	For						
Elect Director Edith W. Cooper	For						
Elect Director Ian Cook	For						
Elect Director Jennifer Bailey	For						
Elect Director Michelle Gass	For						
Elect Director Ramon L. Laguarta	For						
Elect Director Robert C. Pohl	For						
Elect Director Segun Agbaje	For						
Elect Director Susan M. Diamond	For						
Issue Transparency Report on Global Public Policy and Political Influence	For						
Publish Annual Congruency Report on Net-Zero Emissions Policy	Abstain						
Ratify KPMG LLP as Auditors	For						
Report on Impacts of Restrictive Reproductive Healthcare Legislation	For						
Require Independent Board Chair	For						
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	Abstain	

Philip Morris International Inc.	03-mag-23	Tobacco	USA	Annual	Elect Director Andre Calantzopoulos	For	Eps DLongRun
					Elect Director Brant Bonin Bough	For	
					Elect Director Dessislava Temperley	For	
					Elect Director Jacek Olczak	For	
					Elect Director Juan Jose Daboub	For	
					Elect Director Jun Makihara	For	
					Elect Director Kalpana Morparia	Against	
					Elect Director Lisa A. Hook	For	
					Elect Director Michel Combes	For	
					Elect Director Robert B. Polet	For	
					Elect Director Shlomo Yanai	For	
					Elect Director Werner Geissler	For	
					Ratify PricewaterhouseCoopers SA as Auditors	For	
					Accept Financial Statements and Statutory Reports	For	
Approve Final Dividend	For						
Approve Remuneration Report	For						
Authorise Issue of Equity	For						
Authorise Issue of Equity without Pre-emptive Rights	For						
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For						
Authorise Market Purchase of Ordinary Shares	For						
Authorise the Audit Committee to Fix Remuneration of Auditors	For						
Authorise the Company to Call General Meeting with Two Weeks' Notice	For						
Authorise UK Political Donations and Expenditure	For						
Elect Jeremy Darroch as Director	For	Eps European Equity Large Cap Index					
Elect Tamara Ingram as Director	For						
Reappoint KPMG LLP as Auditors	For						
Re-elect Alan Stewart as Director	For						
Re-elect Andrew Bonfield as Director	For						
Re-elect Chris Sinclair as Director	Against						
Re-elect Elane Stock as Director	For						
Re-elect Jeff Carr as Director	For						
Re-elect Margherita Della Valle as Director	For						
Re-elect Mary Harris as Director	For						
Re-elect Mehmood Khan as Director	For						
Re-elect Nicandro Durante as Director	For						
Re-elect Olivier Bohuon as Director	For						
Re-elect Pam Kirby as Director	For						
Accept Financial Statements and Statutory Reports	For						
Approve Remuneration Report	Against						
Authorise Board to Fix Remuneration of Auditors	For						
Authorise Issue of Equity	For						
Authorise Issue of Equity without Pre-emptive Rights	For						
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For						
Authorise Market Purchase of Ordinary Shares	For						
Authorise the Company to Call General Meeting with Two Weeks' Notice	For						
Authorise UK Political Donations and Expenditure	For						
Elect Hein Schumacher as Director	For						
Elect Nelson Peltz as Director	For						

Company	Date	Sector	Country	Meeting Type	Item	Vote	Value
Unilever Plc	03-mag-23	Personal Care Products	United Kingdom	Annual	Reappoint KPMG LLP as Auditors	For	Eps QValue
					Re-elect Adrian Hennah as Director	For	
					Re-elect Alan Jope as Director	For	
					Re-elect Andrea Jung as Director	For	
					Re-elect Feike Sijbesma as Director	For	
					Re-elect Graeme Pitkethly as Director	For	
					Re-elect Judith Hartmann as Director	For	
					Re-elect Nils Andersen as Director	Against	
					Re-elect Ruby Lu as Director	For	
					Re-elect Strive Masiyiwa as Director	For	
					Re-elect Susan Kilsby as Director	For	
					Re-elect Youngme Moon as Director	For	
					Amend Article Re: Location of Annual Meeting	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 11.40 per Share	For	
					Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	For	
Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	For						
Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	For						
Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	For						
Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	For						
Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	For						
Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For	Eps QValue					
Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	For						
Allianz SE	04-mag-23	Insurance	Germany	Annual			Eps QValue

					Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	For	
					Approve Remuneration of Supervisory Board	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Henry J. Maier	For	
					Elect Director Henry W. 'Jay' Winship	For	
					Elect Director James B. Stake	For	
					Elect Director James J. Barber, Jr.	For	
					Elect Director Jodee A. Kozlak	For	Eps US Equity ESG Index
					Elect Director Kermit R. Crawford	Against	
					Elect Director Mark A. Goodburn	For	
					Elect Director Mary J. Steele Guilfoile	For	
					Elect Director Paula C. Tolliver	For	
					Elect Director Scott P. Anderson	For	
					Elect Director Timothy C. Gokey	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Bryan T. Durkin	For	
					Elect Director Charles P. Carey	Against	
					Elect Director Daniel G. Kaye	For	
					Elect Director Daniel R. Glickman	Against	
					Elect Director Deborah J. Lucas	For	
					Elect Director Dennis A. Suskind	For	
					Elect Director Harold Ford, Jr.	For	
					Elect Director Howard J. Siegel	For	Eps US Equity ESG Index
					Elect Director Kathryn Benesh	For	
					Elect Director Larry G. Gerdes	For	
					Elect Director Martin J. Gepsman	For	
					Elect Director Phyllis M. Lockett	Against	
					Elect Director Rahael Seifu	Against	
					Elect Director Terrence A. Duffy	For	
					Elect Director Terry L. Savage	Against	
					Elect Director Timothy S. Bitsberger	Against	
					Elect Director William R. Shepard	For	

					Ratify Ernst & Young LLP as Auditors	For	
					Amend Article Re: Location of Annual Meeting	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	For	
Deutsche Post AG	04-mag-23	Air Freight & Logistics	Germany	Annual	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Eps QValue
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
					Authorize Use of Financial Derivatives when Repurchasing Shares	For	
					Elect Katrin Suder to the Supervisory Board	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Reelect Mario Daberkow to the Supervisory Board	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Amend Nonqualified Employee Stock Purchase Plan	For	
					Approve Omnibus Stock Plan	For	
					Elect Director Arthur J. Higgins	For	
					Elect Director Barbara J. Beck	For	
					Elect Director Christophe Beck	For	
					Elect Director David W. MacLennan	For	
					Elect Director Eric M. Green	For	
Ecolab Inc.	04-mag-23	Chemicals	USA	Annual	Elect Director Jeffrey M. Ettinger	For	Eps US Equity ESG Index
					Elect Director John J. Zillmer	For	
					Elect Director Lionel L. Nowell, III	For	
					Elect Director Michael Larson	For	
					Elect Director Shari L. Ballard	For	
					Elect Director Suzanne M. Vautrinot	For	
					Elect Director Tracy B. McKibben	For	
					Elect Director Victoria J. Reich	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Require Independent Board Chair	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Avid Modjtabai	For	
					Elect Director Carl B. Webb	For	
					Elect Director Cristina G. Bitá	For	
					Elect Director David P. O'Connor	For	
					Elect Director George L. Fotiadés	For	
					Elect Director Hamid R. Moghadam	For	
					Elect Director Irving F. Lyons, III	For	
					Elect Director James B. Connor	For	
					Elect Director Jeffrey L. Skelton	Against	
					Elect Director Lydia H. Kennard	For	
					Elect Director Olivier Piani	For	
					Ratify KPMG LLP as Auditors	For	
					Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	
					Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	
					Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	For	

				Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	For	
RWE AG	04-mag-23	Independent Power & Renewab Germany	Annual	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2022	For	Eps STEP 30 Megatrend ESG Giugno 2027
				Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	For	
				Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	For	
				Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Billion; Approve Creation of EUR 190.4 Million Pool of Capital to Guarantee Conversion Rights	For	
				Approve Remuneration Report	For	
				Approve Virtual-Only Shareholder Meetings Until 2025	Against	
				Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
				Ratify Deloitte GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	For	
				Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Against	
				Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
				Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
				Approve Company's Climate Transition Plan	For	
				Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against	

Company	Date	Sector	Country	Meeting Type	Item	Vote	Other Info
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	For	
					Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	For	
					Approve Remuneration Policy of Directors	For	
					Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	For	
					Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For	
Schneider Electric SE	04-mag-23	Electrical Equipment	France	Annual/Special	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	For	Eps QValue
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	For	
					Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
					Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Abhay Parasnis as Director	For	
					Elect Giulia Chierchia as Director	For	
					Reelect Gregory Spierkel as Director	For	
					Reelect Leo Apotheker as Director	For	
					Reelect Lip-Bu Tan as Director	For	
					Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Bobby J. Griffin	For	
					Elect Director Francisco J. Lopez-Balboa	For	
					Elect Director Gracia C. Martore	For	
					Elect Director Jose B. Alvarez	Against	
					Elect Director Kim Harris Jones	For	
					Elect Director Larry D. De Shon	For	
					Elect Director Marc A. Bruno	For	
					Elect Director Matthew J. Flannery	For	
					Elect Director Michael J. Kneeland	For	
					Elect Director Shiv Singh	For	
					Elect Director Terri L. Kelly	For	
					Ratify Ernst & Young LLP as Auditors	For	
United Rentals, Inc.	04-mag-23	Trading Companies & Distributo	USA	Annual			Eps US Equity ESG Index

					Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	For	
					Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Deborah L. DeHaas	For	
					Elect Director Eric A. Spiegel	For	
					Elect Director H. John Gilbertson, Jr.	For	
					Elect Director Keith E. Wandell	For	
Dover Corporation	05-mag-23	Machinery	USA	Annual	Elect Director Kristiane C. Graham	Against	Eps US Equity ESG Index
					Elect Director Michael F. Johnston	Against	
					Elect Director Michael Manley	For	
					Elect Director Richard J. Tobin	For	
					Elect Director Stephen M. Todd	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Remuneration Report	For	
					Approve Share Repurchase Contract	For	
					Authorise Directors to Allot Any Repurchased Shares	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	
					Authorise UK Political Donations and Expenditure	For	
					Devise and Implement a Long-Term and Stable Dividend Policy	Abstain	
HSBC Holdings Plc	05-mag-23	Banks	United Kingdom	Annual	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Abstain	Eps STEP 30 Megatrend ESG Giugno 2027
					Elect Georges Elhedery as Director	For	
					Elect Geraldine Buckingham as Director	For	
					Elect Kalpana Morparia as Director	For	
					Reappoint PricewaterhouseCoopers LLP as Auditors	For	
					Re-elect Dame Carolyn Fairbairn as Director	For	
					Re-elect David Nish as Director	For	
					Re-elect Eileen Murray as Director	For	
					Re-elect James Forese as Director	For	
					Re-elect Jose Antonio Meade Kuribrena as Director	For	
					Re-elect Mark Tucker as Director	Against	
					Re-elect Noel Quinn as Director	For	
					Re-elect Rachel Duan as Director	For	
					Re-elect Steven Guggenheimer as Director	For	
					Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Daniel J. Brutto	For	
					Elect Director Darell L. Ford	For	
					Elect Director David B. Smith, Jr.	For	
					Elect Director E. Scott Santi	For	

Company	Date	Industry	Country	Meeting Type	Agenda Item	Vote	Index
Illinois Tool Works Inc.	05-mag-23	Machinery	USA	Annual	Elect Director James W. Griffith	For	Eps US Equity ESG Index
					Elect Director Jay L. Henderson	For	
					Elect Director Kelly J. Grier	For	
					Elect Director Pamela B. Strobel	For	
					Elect Director Richard H. Lenny	Against	
					Elect Director Susan Crown	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Require Independent Board Chair	For	
					Amend Articles Re: Editorial Changes	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Amend Articles Re: Registration in the Share Register	For	
					Approve Allocation of Income and Dividends of EUR 11.60 per Share	For	
					Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	For	
Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	For						
Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	For						
Muenchener Rueckversicherungs-Ge	05-mag-23	Insurance	Germany	Annual			Eps QReturn

					Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Andrew Gould	Against	
					Elect Director Avedick B. Poladian	Against	
					Elect Director Carlos M. Gutierrez	For	
					Elect Director Claire O'Neill	For	
					Elect Director Jack B. Moore	Against	
Occidental Petroleum Corporation	05-mag-23	Oil, Gas & Consumable Fuels	USA	Annual	Elect Director Ken Robinson	For	Eps DLongRun
					Elect Director Robert M. Shearer	For	
					Elect Director Vicki Hollub	For	
					Elect Director Vicky A. Bailey	For	
					Elect Director William R. Klesse	For	
					Ratify KPMG LLP as Auditors	For	
					Require Independent Board Chair	For	
					Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	
					Approve Decrease in Size of Capital Representatives to Seven Members	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	For	
					Elect Effie Konstantine Datson as Supervisory Board Member	For	
Wienerberger AG	05-mag-23	Construction Materials	Austria	Annual	Elect Katrien Beuls as Supervisory Board Member	For	Eps QReturn
					New/Amended Proposals from Management and Supervisory Board	Abstain	
					New/Amended Proposals from Shareholders	Abstain	
					Ratify Deloitte Audit as Auditors for Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Reelect Myriam Meyer as Supervisory Board Member	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Ajit Jain	Withhold	
					Elect Director Charles T. Munger	Withhold	
					Elect Director Charlotte Guyman	Withhold	
					Elect Director Christopher C. Davis	Withhold	
					Elect Director Gregory E. Abel	Withhold	
					Elect Director Howard G. Buffett	Withhold	

Berkshire Hathaway Inc.	06-mag-23	Financial Services	USA	Annual	Elect Director Kenneth I. Chenault	Withhold	Eps DLongRun
					Elect Director Meryl B. Witmer	Withhold	
					Elect Director Ronald L. Olson	Withhold	
					Elect Director Stephen B. Burke	Withhold	
					Elect Director Susan A. Buffett	Withhold	
					Elect Director Susan L. Decker	Withhold	
					Elect Director Thomas S. Murphy, Jr.	Withhold	
					Elect Director Wallace R. Weitz	Withhold	
					Elect Director Warren E. Buffett	Withhold	
					Encourage Senior Management Commitment to Avoid Political Speech	Abstain	
					Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	For	
					Report on Audit Committee's Oversight on Climate Risks and Disclosures	For	
					Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	
					Report on Physical and Transitional Climate-Related Risks and Opportunities	For	
Require Independent Board Chair	For						
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Amend Nonqualified Employee Stock Purchase Plan	For						
Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For						
Elect Director Carla A. Harris	For						
Elect Director Gary L. Belske	For						
Elect Director Georgia R. Nelson	For						
Elect Director Karen H. Quintos	For						
Elect Director Kimberly A. Nelson	For						
Elect Director N. Thomas Linebarger	For						
Elect Director Robert J. Bernhard	For						
Elect Director Thomas J. Lynch	For						
Elect Director William I. Miller	For						
Ratify PricewaterhouseCoopers LLP as Auditors	For						
Require Independent Board Chairman	For						
Elect Director Jennifer W. Rumsey	For						
Elect Director Bruno V. Di Leo Allen	For						
Elect Director Stephen B. Dobbs	Against						
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Elect Director Blythe J. McGarvie	For						
Elect Director Dominick Zarcone	For						
Elect Director Guhan Subramanian	For						
Elect Director Jody G. Miller	For						
Elect Director John W. Mendel	For						
Elect Director Joseph M. Holsten	For						
Elect Director Meg A. Divitto	For						
Elect Director Patrick Berard	For						
Elect Director Xavier Urbain	For						
Ratify Deloitte & Touche LLP as Auditors	For						
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Elect Director Charles F. Lowrey	For						
Elect Director Christine A. Poon	For						
Elect Director Douglas A. Scovanner	For						
Elect Director Gilbert F. Casellas	For						
Elect Director Martina Hund-Mejean	For						
Elect Director Michael A. Todman	For						

Company	Date	Industry	Country	Meeting Type	Item	Vote	Index
Prudential Financial, Inc.	09-mag-23	Insurance	USA	Annual	Elect Director Robert M. Falzon	For	Eps US Equity ESG Index
					Elect Director Sandra Pianalto	For	
					Elect Director Wendy E. Jones	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Require Independent Board Chair	For	
					Approve Decrease in Size of Board	For	
					Approve Discharge of Auditors	For	
					Approve Discharge of Directors	For	
					Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.05 per Share	For	
					Approve Remuneration Report	For	
Solvay SA	09-mag-23	Chemicals	Belgium	Annual	Approve Stock Option Plan Grants	Against	Eps QReturn
					Indicate Marjan Oudeman as Independent Director	For	
					Indicate Rosemary Thorne as Independent Director	For	
					Receive Auditors' Reports (Non-Voting)	No voting items	
					Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	No voting items	
					Receive Directors' Reports (Non-Voting)	No voting items	
					Receive Information on End of Mandates of Marjan Oudeman, Rosemary Thorne, and Charles Casimir-Lambert as Directors	No voting items	
					Reelect Marjan Oudeman as Director	For	
					Reelect Rosemary Thorne as Director	For	
					Transact Other Business	No voting items	
TERNA Rete Elettrica Nazionale SpA	09-mag-23	Electric Utilities	Italy	Annual	Accept Financial Statements and Statutory Reports	For	Eps QValue
					Approve Allocation of Income	For	
					Approve Internal Auditors' Remuneration	For	
					Approve Long-Term Incentive Plan 2023-2027	For	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	For	
					Approve Second Section of the Remuneration Report	For	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
					Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain	
					Elect Igor De Biasio as Board Chair	For	
Valero Energy Corporation	09-mag-23	Oil, Gas & Consumable Fuels	USA	Annual	Fix Board Terms for Directors	For	Eps US Equity ESG Index
					Fix Number of Directors	For	
					Slate 1 Submitted by CDP Reti SpA	Against	
					Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Deborah P. Majoras	Against	
					Elect Director Donald L. Nickles	Against	
					Elect Director Eric D. Mullins	Against	
					Elect Director Fred M. Diaz	Against	
Elect Director H. Paulett Eberhart	Against						
Elect Director Joseph W. Gorder	Against						
Elect Director Kimberly S. Greene	Against						
Elect Director Marie A. Ffolkes	Against						
Elect Director Randall J. Weisenburger	Against						
Elect Director Rayford Wilkins, Jr.	Against						

					Elect Director Robert A. Profusek	Against	
					Oversee and Report a Racial Equity Audit	For	
					Ratify KPMG LLP as Auditors	For	
					Report on Climate Transition Plan and GHG Emissions Reduction Targets	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Diana M. Murphy	For	
					Elect Director James Cole, Jr.	For	
					Elect Director John G. Rice	For	
American International Group, Inc.	10-mag-23	Insurance	USA	Annual			Eps STEP 30 Megatrend ESG Settembre 2027
					Elect Director Linda A. Mills	For	
					Elect Director Paola Bergamaschi	For	
					Elect Director Peter R. Porrino	For	
					Elect Director Peter Zaffino	For	
					Elect Director Therese M. Vaughan	For	
					Elect Director Vanessa A. Wittman	For	
					Elect Director W. Don Cornwell	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Require Independent Board Chair	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director James G. Stavridis	For	
					Elect Director Jeffrey N. Edwards	For	
					Elect Director Julia L. Johnson	For	
					Elect Director Karl F. Kurz	For	
American Water Works Company, Inc.	10-mag-23	Water Utilities	USA	Annual			Eps US Equity ESG Index
					Elect Director Kimberly J. Harris	For	
					Elect Director Laurie P. Havanec	For	
					Elect Director M. Susan Hardwick	For	
					Elect Director Martha Clark Goss	For	
					Elect Director Michael L. Marberry	For	
					Elect Director Patricia L. Kampling	For	
					Oversee and Report a Racial Equity Audit	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Christopher J. Coughlin	For	
					Elect Director Frederick H. Eppinger	For	
					Elect Director H. James Dallas	For	
					Elect Director Jessica L. Blume	Against	
					Elect Director Kenneth A. Burdick	For	
Centene Corporation	10-mag-23	Health Care Providers & Services	USA	Annual			Eps US Equity ESG Index
					Elect Director Lori J. Robinson	For	
					Elect Director Monte E. Ford	For	
					Elect Director Sarah M. London	For	
					Elect Director Theodore R. Samuels	For	
					Elect Director Wayne S. DeVeydt	For	
					Ratify KPMG LLP as Auditors	For	

					Report on Maternal Morbidity Reduction Metrics in Executive Compensation	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Advance Notice Provisions for Director Nominations	For	
					Amend Right to Call Special Meeting	For	
					Elect Director D. Maybank Hagood	Against	
					Elect Director James A. Bennett	Against	
					Elect Director Joseph M. Rigby	For	
					Elect Director Kristin G. Lovejoy	For	
Dominion Energy, Inc.	10-mag-23	Multi-Utilities	USA	Annual	Elect Director Mark J. Kington	For	Eps DLongRun
					Elect Director Michael E. Szymanczyk	Against	
					Elect Director Pamela J. Royal	Against	
					Elect Director Robert H. Spilman, Jr.	For	
					Elect Director Robert M. Blue	For	
					Elect Director Ronald W. Jibson	Against	
					Elect Director Susan N. Story	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Require Independent Board Chair	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Annually Report Third Party Political Contributions	For	
					Elect Director Deanna D. Strable	For	
Elevance Health, Inc.	10-mag-23	Health Care Providers & Service:	USA	Annual	Elect Director Gail K. Boudreaux	For	Eps US Equity ESG Index
					Elect Director R. Kerry Clark	For	
					Elect Director Robert L. Dixon, Jr.	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	
					Accept Financial Statements and Statutory Reports	Do Not Vote	
					Approve Allocation of Income	Do Not Vote	
					Approve Long Term Incentive Plan 2023	Do Not Vote	
					Approve Remuneration of Directors	Do Not Vote	
					Approve Remuneration Policy	Do Not Vote	
					Approve Second Section of the Remuneration Report	Do Not Vote	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Do Not Vote	
Enel SpA	10-mag-23	Electric Utilities	Italy	Annual	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Do Not Vote	Eps QValue
					Elect Marco Mazzucchelli as Board Chair	Do Not Vote	
					Elect Paolo Scaroni as Board Chair	For	
					Fix Board Terms for Directors	Do Not Vote	
					Fix Number of Directors	Do Not Vote	
					Slate 1 Submitted by Ministry of Economy and Finance	Do Not Vote	
					Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
					Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Do Not Vote	

Accept Financial Statements and Statutory Reports

For

Eni SpA	10-mag-23	Oil, Gas & Consumable Fuels	Italy	Annual/Special	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	For	Eps QReturn
					Approve Allocation of Income	For	
					Approve Internal Auditors' Remuneration	For	
					Approve Long Term Incentive Plan 2023-2025	For	
					Approve Remuneration of Directors	For	
					Approve Remuneration Policy	For	
					Approve Second Section of the Remuneration Report	Against	
					Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	For	
					Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	For	
					Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	For	
					Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
					Authorize Use of Available Reserves for Dividend Distribution	For	
					Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain	
					Elect Giuseppe Zafarana as Board Chair	For	
					Fix Board Terms for Directors	For	
					Fix Number of Directors	For	
					Slate Submitted by Institutional Investors (Assogestioni)	For	
Slate Submitted by Ministry of Economy and Finance	Against						
Phillips 66	10-mag-23	Oil, Gas & Consumable Fuels	USA	Annual	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Eps US Equity ESG Index
					Declassify the Board of Directors	For	
					Elect Director Charles M. Holley	Against	
					Elect Director Denise R. Singleton	Against	
					Elect Director Glenn F. Tilton	Against	
					Elect Director Gregory J. Hayes	For	
					Elect Director Marna C. Whittington	Against	
					Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Wolters Kluwer NV	10-mag-23	
Approve Cancellation of Shares	For						
Approve Discharge of Executive Board	For						
Approve Discharge of Supervisory Board	For						
Approve Dividends	For						
Approve KPMG Accountants N.V as Auditors	For						
Approve Remuneration Report	For						
Authorize Board to Exclude Preemptive Rights from Share Issuances	For						
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For						
Close Meeting	No voting items						
Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For						
Open Meeting	No voting items						
Other Business (Non-Voting)	No voting items						
Receive Explanation on Company's Dividend Policy	No voting items						
Receive Report of Executive Board (Non-Voting)	No voting items						
Receive Report of Supervisory Board (Non-Voting)	No voting items						
Reelect Chris Vogelzang to Supervisory Board	For						
adidas AG	11-mag-23	Textiles, Apparel & Luxury Good	Germany	Annual	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	Eps STEP 30 Megatrend ESG Giugno 2027
					Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	

Company	Date	Industry	Country	Meeting Type	Item	Vote	Index
					Authorize Use of Financial Derivatives when Repurchasing Shares	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Adopt Financial Statements and Statutory Reports	For	
					Amend Articles of Association	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Increase Cap on Variable Remuneration for Staff Members	For	
					Approve Remuneration Policy for Management Board	For	
					Approve Remuneration Policy for the Supervisory Board	For	
					Approve Remuneration Report	For	
					Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
Adyen NV	11-mag-23	Financial Services	Netherlands	Annual			Eps European Equity Large Cap Index
					Close Meeting	No voting items	
					Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Abstain	
					Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Abstain	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Open Meeting	No voting items	
					Reappoint PwC as Auditors	For	
					Receive Explanation on Company's Reserves and Dividend Policy	No voting items	
					Receive Report of Management Board and Supervisory Board (Non-Voting)	No voting items	
					Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Abstain	
					Reelect Joep van Beurden to Supervisory Board	Against	
					Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Abstain	
					Reelect Pamela Joseph to Supervisory Board	For	
					Approve Allocation of Income and Dividends of EUR 3.40 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions	For	
					Approve Compensation of Thierry Le Henaff, Chairman and CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of Chairman and CEO	For	
					Approve Remuneration Policy of Directors	For	
Arkema SA	11-mag-23	Chemicals	France	Annual/Special	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Eps QReturn
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Florence Lambert as Director	For	
					Elect Severin Cabannes as Director	For	
					Reelect Helene Moreau-Leroy as Director	For	

					Reelect Ian Hudson as Director	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	For	
Bayerische Motoren Werke AG	11-mag-23	Automobiles	Germany	Annual	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	For	Eps QValue
					Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Elect Kurt Bock to the Supervisory Board	For	
					Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	

					Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	
					Elect Director Bernardo Hees	For	
					Elect Director Carol Browner	For	
					Elect Director David Fransen *Withdrawn*	No voting items	
					Elect Director Eliane Aleixo Lustosa de Andrade	For	
Bunge Limited	11-mag-23	Food Products	Bermuda	Annual			Eps STEP 30 Megatrend ESG Dicembre 2027
					Elect Director Gregory Heckman	For	
					Elect Director Henry "Jay" Winship	For	
					Elect Director Kenneth Simril	For	
					Elect Director Mark Zenuk	For	
					Elect Director Michael Kobori	For	
					Elect Director Monica McGurk	For	
					Elect Director Sheila Bair	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Brian E. Edwards	For	
					Elect Director Denise Gray	For	
					Elect Director Donald F. Robillard, Jr.	For	
					Elect Director G. Andrea Botta	For	
Cheniere Energy, Inc.	11-mag-23	Oil, Gas & Consumable Fuels	USA	Annual	Elect Director Jack A. Fusco	For	Eps US Equity ESG Index
					Elect Director Lorraine Mitchelmore	For	
					Elect Director Matthew Runkle	For	
					Elect Director Neal A. Shear	For	
					Elect Director Patricia K. Collawn	For	
					Ratify KPMG LLP as Auditors	For	
					Report on Stranded Carbon Asset Risk	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	For	
					Elect Director Bernard J. Zovighian	For	
					Elect Director Kieran T. Gallahue	For	
					Elect Director Leslie S. Heisz	For	
					Elect Director Martha H. Marsh	For	
					Elect Director Michael A. Mussallem	For	
					Elect Director Nicholas J. Valeriani	For	
					Elect Director Paul A. LaViolette	For	
					Elect Director Ramona Sequeira	For	
					Elect Director Steven R. Loranger	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Require Independent Board Chair	For	
Edwards Lifesciences Corporation	11-mag-23	Health Care Equipment & Suppli	USA	Annual			Eps US Equity ESG Index
					Amend Affiliation Agreement with HeidelbergCement International Holding GmbH	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 2.60 per Share	For	
					Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2022	For	

Company	Date	Industry	Country	Frequency	Item	Vote	Value
HeidelbergCement AG	11-mag-23	Construction Materials	Germany	Annual	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Fritz-Juergen Heckmann for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2022	For	Eps QValue
					Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Tobias Merckle for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2022	For	
					Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 115.8 Million Pool of Capital to Guarantee Conversion Rights	For	
					Approve Remuneration Policy for the Supervisory Board	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
					Authorize Use of Financial Derivatives when Repurchasing Shares	For	
Change Company Name to Heidelberg Materials AG	For						
Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For						
Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items						
Adopt Share Retention Policy For Senior Executives	For						
Advisory Vote on Say on Pay Frequency	One Year						

Intel Corporation	11-mag-23	Semiconductors & Semiconduct	USA	Annual	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Eps DLongRun
					Amend Omnibus Stock Plan	Against	
					Elect Director Alyssa H. Henry	For	
					Elect Director Andrea J. Goldsmith	For	
					Elect Director Barbara G. Novick	For	
					Elect Director Dion J. Weisler	For	
					Elect Director Frank D. Yeary	For	
					Elect Director Gregory D. Smith	For	
					Elect Director James J. Goetz	For	
					Elect Director Lip-Bu Tan	For	
					Elect Director Patrick P. Gelsinger	For	
					Elect Director Risa Lavizzo-Mourey	For	
					Elect Director Tsu-Jae King Liu	For	
					Publish Third Party Review of Intel's China Business ESG Congruence	For	
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KeyCorp	11-mag-23	Banks	USA	Annual	Ratify Ernst & Young LLP as Auditors	For	Eps DLongRun
					Elect Director Omar Ishrak	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Omnibus Stock Plan	For	
					Elect Director Alexander M. Cutler	Against	
					Elect Director Barbara R. Snyder	For	
					Elect Director Carlton L. Highsmith	For	
					Elect Director Christopher M. Gorman	For	
					Elect Director David K. Wilson	For	
					Elect Director Devina A. Rankin	For	
					Elect Director Elizabeth R. Gile	For	
					Elect Director H. James Dallas	For	
					Elect Director Richard J. Hipple	For	
					Elect Director Richard J. Tobin	For	
					Elect Director Robin N. Hayes	For	
					Elect Director Ruth Ann M. Gillis	For	
					Elect Director Todd J. Vasos	For	
Ratify Ernst & Young LLP as Auditors	For						
Require Independent Board Chair	For						
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					Approve Allocation of Income and Dividends of EUR 1.75 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Company's Climate Transition Plan (Advisory)	Abstain	
					Approve Compensation of Benat Ortega, COO and Management Board Member Until January 31, 2022	For	
					Approve Compensation of David Simon, Chairman of the Supervisory Board	For	
					Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board	For	
					Approve Compensation of Jean-Michel Gault, CFO and Management Board Member Until June 21, 2022	For	
					Approve Compensation of Stephane Tortajada, CFO and Management Board Member Since June 22, 2022	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	

					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40,160,564	For	
					Approve Remuneration Policy of Chairman and Supervisory Board Members	For	
					Approve Remuneration Policy of Chairman of the Management Board	For	
					Approve Remuneration Policy of Management Board Members	For	
					Approve Transaction with Jean-Michel Gault Re: Employment Contract with Klepierre Management SNC	For	Eps QReturn
Klepierre SA	11-mag-23	Retail REITs	France	Annual/Special	Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Against	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40,160,564	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Reelect Catherine Simoni as Supervisory Board Member	Against	
					Reelect Florence von Erb as Supervisory Board Member	For	
					Reelect Stanley Shashoua as Supervisory Board Member	For	
					Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 120 Million	For	
					Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	Abstain	
					Acknowledge End of Mandate of Picarle & Associates as Alternate Auditor and Decision Not to Replace	Abstain	
					Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 2.05 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Policy for the Management Board	For	
					Approve Remuneration Policy for the Supervisory Board	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	Eps QValue
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
					Authorize Use of Financial Derivatives when Repurchasing Shares	For	
					Elect Jennifer Xin-Zhe Li to the Supervisory Board	For	
					Elect Punit Renjen to the Supervisory Board	For	
					Elect Qi Lu to the Supervisory Board	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Andre Hawaux	For	
					Elect Director Denise L. Jackson	For	
					Elect Director Edna K. Morris	For	
					Elect Director Harry A. Lawton, III	For	Eps US Equity ESG Index
					Elect Director Joy Brown	For	
					Elect Director Mark J. Weikel	For	
Tractor Supply Company	11-mag-23	Specialty Retail	USA	Annual			

					Elect Director Ramkumar Krishnan	For	
					Elect Director Ricardo Cardenas	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Approve Auditors' Special Report on Related-Party Transactions	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of Chairman of the Management Board	For	
					Approve Remuneration Policy of Management Board Members	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Renew Appointment of Deloitte & Associates as Auditor	For	
					Approve Allocation of Income and Absence of Dividends	For	
					Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	For	
					Approve Compensation of Olivier Bossard, Management Board Member	For	
					Approve Compensation of Sylvain Montcouquiol, Management Board Member	For	
Unibail-Rodamco-Westfield SE	11-mag-23	Retail REITs	France	Annual/Special	Approve Compensation of Fabrice Mouchel, Management Board Member	For	Eps QEquity
					Approve Compensation of Caroline Puechoultres, Management Board Member	For	
					Approve Compensation of Leon Bressler, Chairman of the Supervisory Board	For	
					Approve Remuneration Policy for Supervisory Board Members	For	
					Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.6 Million	For	
					Reelect Susana Gallardo as Supervisory Board Member	For	
					Reelect Roderick Munsters as Supervisory Board Member	For	
					Reelect Xavier Niel as Supervisory Board Member	For	
					Elect Jacques Richier as Supervisory Board Member	For	
					Elect Sara Lucas as Supervisory Board Member	For	
					Appoint KPMG S.A as Auditor	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 68 Million	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	For	
					Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Clawback Policy	For	
					Elect Director Carol Tome	For	
					Elect Director Clarence Otis, Jr.	For	
					Elect Director Daniel Schulman	For	
					Elect Director Gregory Weaver	For	
					Elect Director Hans Vestberg	For	
					Elect Director Laxman Narasimhan	For	
					Elect Director Mark Bertolini	For	
					Elect Director Melanie Healey	For	

					Elect Director Rodney Slater	For	
					Elect Director Roxanne Austin	For	
					Elect Director Shellye Archambeau	For	
Verizon Communications Inc.	11-mag-23	Diversified Telecommunication	USA	Annual			Eps DLongRun
					Elect Director Vittorio Colao	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Report on Government Requests to Remove Content	Abstain	
					Require Independent Board Chair	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
Xylem Inc.	11-mag-23	Machinery	USA	Special	Adjourn Meeting	For	Eps US Equity ESG Index
					Issue Shares in Connection with Acquisition	For	
					Advisory Vote on the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	
					Approve Allocation of Income and Dividends of EUR 4.10 per Share	For	
					Approve Compensation of Nicolas Calcoen, Vice-CEO Since April 1, 2022	For	
					Approve Compensation of Valerie Baudson, CEO	For	
					Approve Compensation of Yves Perrier, Chairman of the Board	For	
					Approve Compensation Report	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Approve Remuneration Policy of Vice-CEO	For	
					Approve Report on Progress of Company's Climate Transition Plan (Advisory)	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For	Eps QReturn
Amundi SA	12-mag-23	Capital Markets	France	Annual/Special			

					Ratify Appointment of Nathalie Wright as Director	For	
					Ratify Appointment of Philippe Brassac as Director	Against	
					Reelect Christian Rouchon as Director	Against	
					Reelect Christine Gandon as Director	Against	
					Reelect Helene Molinari as Director	For	
					Reelect Laurence Danon-Arnaud as Director	For	
					Approve Transaction with Nicolas Calcoen and Amundi Asset Management		
					Re: Suspension of Work Contract	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 10 Percent of Issued Capital	For	
					Adopt Share Retention Policy For Senior Executives	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director C. Martin Harris	For	
					Elect Director John P. Bilbrey	For	
					Elect Director John T. Cahill	For	
					Elect Director Kimberly A. Nelson	For	
					Elect Director Lisa M. Edwards	For	
					Elect Director Lorrie M. Norrington	For	
					Elect Director Martina Hund-Mejean	For	
					Elect Director Michael B. Polk	For	
					Elect Director Noel R. Wallace	For	
					Elect Director Stephen I. Sadove	For	
					Elect Director Steve Cahillane	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Require Independent Board Chair	For	
					Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	For	
					Approve Compensation of Florent Menegaux	For	
					Approve Compensation of Yves Chapot	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of General Managers	For	
					Approve Remuneration Policy of Supervisory Board Members	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	
					Elect Aruna Jayanthi as Supervisory Board Member	For	
					Elect Barbara Dalibard as Supervisory Board Member	For	
Colgate-Palmolive Company	12-mag-23	Household Products	USA	Annual			Eps US Equity ESG Index
Compagnie Generale des Etablissements	12-mag-23	Automobile Components	France	Annual/Special			Eps QEquity

					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Amend Articles Re: Supervisory Board Term of Office	Against	
					Approve Allocation of Income and Omission of Dividends	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	Against	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
HelloFresh SE	12-mag-23	Consumer Staples Distribution &	Germany	Annual			Eps QReturn
					Elect Derek Zissman to the Supervisory Board	For	
					Elect John Rittenhouse to the Supervisory Board	Against	
					Elect Stefan Smalla to the Supervisory Board	For	
					Elect Susanne Schroeter-Crossan to the Supervisory Board	For	
					Elect Ursula Radeke-Pietsch to the Supervisory Board	For	
					Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Brian S. Tyler	For	
					Elect Director James P. Snee	For	
					Elect Director Jennifer M. Kirk	For	
					Elect Director Jon Vander Ark	For	
					Elect Director Katharine B. Weymouth	For	
					Elect Director Manuel Kadre	For	
Republic Services, Inc.	12-mag-23	Commercial Services & Supplies	USA	Annual	Elect Director Michael A. Duffy	For	Eps DLongRun
					Elect Director Michael Larson	Against	
					Elect Director Sandra M. Volpe	For	
					Elect Director Thomas W. Handley	For	
					Elect Director Tomago Collins	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Articles of Incorporation	For	
					Change Company Name to Sempra	For	
					Elect Director Andres Conesa	For	
					Elect Director Cynthia J. Warner	For	
					Elect Director Cynthia L. Walker	For	
Sempra Energy	12-mag-23	Multi-Utilities	USA	Annual	Elect Director Jack T. Taylor	For	Eps US Equity ESG Index
					Elect Director James C. Yardley	For	

					Elect Director Jeffrey W. Martin	For	
					Elect Director Michael N. Mears	For	
					Elect Director Pablo A. Ferrero	For	
					Increase Authorized Common Stock	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Require Independent Board Chair	For	
					Elect Director Bethany J. Mayer	For	
					Adopt Financial Statements and Statutory Reports	For	
					Adopt Remuneration Policy for Management Board	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends	For	
					Approve Remuneration Report	For	
ASM International NV	15-mag-23	Semiconductors & Semiconduct	Netherlands	Annual	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	Eps QValue
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Close Meeting	No voting items	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Open Meeting	No voting items	
					Other Business (Non-Voting)	No voting items	
					Ratify KPMG Accountants N.V. as Auditors	For	
					Receive Report of Management Board (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Approve Omnibus Stock Plan	For	
					Elect Director Armando J. Olivera	For	
					Elect Director Deirdre Stanley	For	
					Elect Director Dwight A. McBride	For	
					Elect Director Ellen V. Futter	For	
					Elect Director John F. Killian	For	
					Elect Director Karol V. Mason	For	
Consolidated Edison, Inc.	15-mag-23	Multi-Utilities	USA	Annual	Elect Director L. Frederick Sutherland	For	Eps US Equity ESG Index
					Elect Director Linda S. Sanford	For	
					Elect Director Michael W. Ranger	For	
					Elect Director Timothy P. Cawley	For	
					Elect Director William J. Mulrow	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Cynthia B. Carroll	For	
					Elect Director Gregory D. Brenneman	For	
					Elect Director John G. Rice	For	
					Elect Director Lorenzo Simonelli	For	
					Elect Director Lynn L. Elsenhans	For	
Baker Hughes Company	16-mag-23	Energy Equipment & Services	USA	Annual	Elect Director Michael R. Dumais	For	Eps US Equity ESG Index
					Elect Director Mohsen Sohi	For	
					Elect Director Nelda J. Connors	For	
					Elect Director W. Geoffrey Beattie	For	
					Ratify KPMG LLP as Auditors	For	
					Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	For	
					Approve Allocation of Income and Dividends of EUR 3.90 per Share	For	

					Approve Auditors' Special Report on Related-Party Transactions	For	
					Approve Compensation of Jean Lemierre, Chairman of the Board	For	
					Approve Compensation of Jean-Laurent Bonnafe, CEO	For	
					Approve Compensation of Yann Gerardin, Vice-CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	For	
BNP Paribas SA	16-mag-23	Banks	France	Annual/Special	Approve Remuneration Policy of CEO and Vice-CEOs	For	Eps QValue
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Reelect Daniela Schwarzer as Director	For	
					Reelect Jacques Aschenbroich as Director	For	
					Reelect Jean Lemierre as Director	For	
					Reelect Monique Cohen as Director	For	
					Approve Compensation of Thierry Laborde, Vice-CEO	For	
					Approve Allocation of Income and Dividends of EUR 3.25 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Aiman Ezzat, CEO	For	
					Approve Compensation of Paul Hermelin, Chairman of the Board	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of CEO	For	
Capgemini SE	16-mag-23	IT Services	France	Annual/Special	Approve Remuneration Policy of Chairman of the Board	For	Eps QValue
					Approve Remuneration Policy of Directors	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	For	
					Elect Megan Clarcken as Director	For	
					Elect Ulrica Fearn as Director	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
Fortune Brands Innovations, Inc.	16-mag-23	Building Products	USA	Annual	Amend Certificate of Incorporation to Provide for Exculpation of Officers	For	Eps US Equity ESG Index
					Elect Director A. D. David Mackay	For	
					Elect Director Nicholas I. Fink	For	
					Elect Director Stephanie Pugliese	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Public Responsibility Committee Charter to Include Animal Welfare	Abstain	

					Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For	
					Elect Director Alex Gorsky	For	
					Elect Director Alicia Boler Davis	For	
					Elect Director James Dimon	For	
JPMorgan Chase & Co.	16-mag-23	Banks	USA	Annual	Elect Director James S. Crown	For	Eps DLongRun
					Elect Director Linda B. Bammann	For	
					Elect Director Mellody Hobson	For	
					Elect Director Michael A. Neal	For	
					Elect Director Phebe N. Novakovic	For	
					Elect Director Stephen B. Burke	For	
					Elect Director Timothy P. Flynn	Against	
					Elect Director Todd A. Combs	For	
					Elect Director Virginia M. Rometty	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	
					Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	
					Report on Political Expenditures Congruence	For	
					Report on Risks Related to Discrimination Against Individuals Including Political Views	For	
					Require Independent Board Chair	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director David Jackson	For	
					Elect Director David Vander Ploeg	For	
					Elect Director Gary Knight	For	
					Elect Director Jessica Powell	For	
					Elect Director Kathryn Munro	Against	
Knight-Swift Transportation Holdings	16-mag-23	Ground Transportation	USA	Annual	Elect Director Kevin Knight	For	Eps US Equity ESG Index
					Elect Director Louis Hobson	For	
					Elect Director Michael Garnreiter	For	
					Elect Director Reid Dove	For	
					Elect Director Robert Synowicki, Jr.	For	
					Elect Director Roberta Roberts Shank	For	
					Ratify Grant Thornton LLP as Auditors	For	
					Require Independent Board Chair	For	
					Adopt Financial Statements	For	
					Approve Cancellation of Repurchased Shares	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends	For	
					Approve Remuneration Report	For	
					Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
Signify NV	16-mag-23	Electrical Equipment	Netherlands	Annual	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Eps QValue
					Elect Harshavardhan Chitale to Management Board	Abstain	
					Elect Sophie Bechu to Supervisory Board	For	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Other Business (Non-Voting)	No voting items	
					Presentation by CEO	No voting items	
					Reappoint Ernst & Young Accountants LLP as Auditors	For	
					Receive Explanation on Company's Reserves and Dividend Policy	No voting items	
					Amend Articles of Association	For	
					Approve Allocation of Income and Omission of Dividends	For	
					Approve Creation of EUR 35 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	

					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.4 Billion; Approve Creation of EUR 35 Million Pool of Capital to Guarantee Conversion Rights	For	
					Approve Remuneration Report	Against	
TAG Immobilien AG	16-mag-23	Real Estate Management & Dev	Germany	Annual	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Absentee Vote; Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission; General Meeting Chair and Procedure	Against	Eps QReturn
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
					Elect Kristin Wellner to the Supervisory Board	For	
					Elect Olaf Borkers to the Supervisory Board	For	
					Elect Philipp Wagner to the Supervisory Board	For	
					Elect Rolf Elgeti to the Supervisory Board	Against	
					Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
Tesla, Inc.	16-mag-23	Automobiles	USA	Annual	Elect Director Elon Musk	For	Eps US Equity ESG Index
					Elect Director JB Straubel	Against	
					Elect Director Robyn Denholm	Against	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Report on Key-Person Risk and Efforts to Ameliorate It	Against	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Debra A. Cafaro	For	
					Elect Director James D. Shelton	For	
					Elect Director Marguerite M. Nader	For	
					Elect Director Matthew J. Lustig	For	
Ventas Inc.	16-mag-23	Health Care REITs	USA	Annual	Elect Director Maurice S. Smith	For	Eps US Equity ESG Index
					Elect Director Melody C. Barnes	For	
					Elect Director Michael J. Embler	For	
					Elect Director Roxanne M. Martino	For	
					Elect Director Sean P. Nolan	For	
					Elect Director Sumit Roy	For	
					Elect Director Walter C. Rakowich	For	
					Ratify KPMG LLP as Auditors	For	
					Approve Auditors' Remuneration	For	
					Approve Cancellation of Repurchased Shares	For	
					Approve Discharge of Auditors	For	
					Approve Discharge of Directors	For	
					Approve Dividends of EUR 3 Per Share	For	
					Approve Financial Statements and Allocation of Income	For	
					Approve Remuneration Report	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Close Meeting	No voting items	
ageas SA/NV	17-mag-23	Insurance	Belgium	Annual/Special	Elect Alicia Garcia Herrero as Independent Director	For	Eps QValue
					Elect Wim Guilliams as Director	For	
					Information on the Dividend Policy	No voting items	
					Open Meeting	No voting items	
					Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	No voting items	
					Receive Directors' and Auditors' Reports (Non-Voting)	No voting items	

					Reelect Emmanuel Van Grimbergen as Director	For	
					Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	
					Receive Special Board Report: Authorized Capital	No voting items	
					Adopt Share Retention Policy For Senior Executives	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Beth F. Cobert	For	
					Elect Director Brandon B. Boze	For	
					Elect Director Christopher T. Jenny	Against	
					Elect Director E.M. Blake Hutcheson	For	
					Elect Director Gerardo I. Lopez	For	Eps US Equity ESG Index
					Elect Director Oscar Munoz	For	
					Elect Director Reginald H. Gilyard	For	
					Elect Director Robert E. Sulentic	For	
					Elect Director Sanjiv Yajnik	For	
					Elect Director Shira D. Goodman	For	
					Elect Director Susan Meaney	For	
					Ratify KPMG LLP as Auditors	For	
					Amending Items 28 and 29 of Current Meeting to Apply a Fixed Discount on Shares	Against	
					Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	
					Approve Compensation of Jerome Grivet, Vice-CEO	For	
					Approve Compensation of Olivier Gavalda, Vice-CEO	For	
					Approve Compensation of Xavier Musca, Vice-CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Approve Remuneration Policy of Jerome Grivet, Vice-CEO	For	
					Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	For	
					Approve Remuneration Policy of Xavier Musca, Vice-CEO	Against	
					Approve the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	
					Approve Transaction with CACIB Re: Business Transfer Agreement	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	For	Eps QValue
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For	
					Elect Carol Sirou as Director	Against	
					Reelect Agnes Audier as Director	Against	
					Reelect Alessia Mosca as Director	Against	
					Reelect Eric Vial as Director	Against	
					Reelect Hugues Brasseur as Director	Against	
					Reelect Marie-Claire Daveu as Director	For	
					Reelect Pascal Lheureux as Director	Against	
					Reelect Sonia Bonnet-Bernard as Director	Against	
					Approve Transaction with CACIB Re: Compensation Distribution Agreement	For	
					Approve Compensation of Dominique Lefebvre, Chairman of the Board	For	
					Approve Compensation of Philippe Brassac, CEO	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	

					Amend Articles Re: Registration in the Share Register	For	
					Amend Articles Re: Video and Audio Transmission of the General Meeting	For	
					Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	
					Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Stuart Lewis (until May 19, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Alexander Wynaendts (from May 19, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Frank Werneke for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Gerhard Eschelbeck (until May 19, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Henriette Mark (until March 31, 2022) for Fiscal Year 2022	For	Eps QReturn
					Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Manja Eifert (from April 7, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Martina Klee for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2022	For	

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					Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Paul Achleitner (until May 19, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Stefan Viertel for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Yngve Slyngstad (from May 19, 2022) for Fiscal Year 2022	For	
					Approve Remuneration Policy for the Supervisory Board	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
					Authorize Use of Financial Derivatives when Repurchasing Shares	For	
					Elect John Thain to the Supervisory Board	For	
					Elect Mayree Clark to the Supervisory Board	For	
					Elect Michele Trogni to the Supervisory Board	For	
					Elect Norbert Winkeljohann to the Supervisory Board	For	
					Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 0.51 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Increase in Size of Board to 16 Members	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Elect Andreas Schmitz to the Supervisory Board	For	
					Elect Anke Groth to the Supervisory Board	For	
					Elect Deborah Wilkens to the Supervisory Board	For	
					Elect Erich Clementi to the Supervisory Board	For	Eps QReturn
					Elect Klaus Froehlich to the Supervisory Board	For	
					Elect Nadege Petit to the Supervisory Board	For	
					Elect Rolf Schmitz to the Supervisory Board	For	
					Elect Ulrich Grillo to the Supervisory Board	For	
					Ratify KPMG AG as Auditors for Fiscal Year 2023	For	
					Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	For	
					Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Approve Auditors' Special Report on Related-Party Transactions	For	
					Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	For	
					Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	For	
					Approve Compensation Report of Corporate Officers	For	

EssilorLuxottica SA	17-mag-23	Health Care Equipment & Suppli	France	Annual/Special	Approve Consolidated Financial Statements and Statutory Reports	For	Eps STEP 30 Megatrend ESG Giugno 2027
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	For	
					Approve Remuneration Policy of Chairman and CEO	Against	
					Approve Remuneration Policy of Directors	For	
					Approve Remuneration Policy of Vice-CEO	For	
					Approve Treatment of Losses and Dividends of EUR 3.23 per Share	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
Authorize Filing of Required Documents/Other Formalities	For						
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	For						
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For						
Ratify Appointment of Mario Notari as Director	For						
Approve Compensation of Paul du Saillant, Vice-CEO	For						
Accept Financial Statements and Statutory Reports for Fiscal Year 2022	For						
Fresenius SE & Co. KGaA	17-mag-23	Health Care Providers & Service	Germany	Annual	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	Eps QEquity
					Approve Allocation of Income and Dividends of EUR 0.92 per Share	For	
					Approve Discharge of Personally Liable Partner for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	For	
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Amend Certificate of Incorporation	For						
Halliburton Company	17-mag-23	Energy Equipment & Services	USA	Annual	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	Eps DLongRun
					Elect Director Abdulaziz F. Al Khayyal	For	
					Elect Director Alan M. Bennett	For	
					Elect Director Bhavesh V. (Bob) Patel	For	
					Elect Director Earl M. Cummings	For	
					Elect Director Janet L. Weiss	For	
					Elect Director Jeffrey A. Miller	For	
					Elect Director M. Katherine Banks	For	
					Elect Director Maurice S. Smith	For	
					Elect Director Milton Carroll	Against	
					Elect Director Murry S. Gerber	For	
					Elect Director Robert A. Malone	For	
					Elect Director Tobi M. Edwards Young	For	
Elect Director William E. Albrecht	For						
Ratify KPMG LLP as Auditors	For						
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
IDEXX Laboratories, Inc.	17-mag-23	Health Care Equipment & Suppli	USA	Annual	Elect Director Daniel M. Junius	For	Eps US Equity ESG Index
					Elect Director Lawrence D. Kingsley	For	
					Elect Director Sophie V. Vandebroek	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
Approve Discharge of Supervisory Board for Fiscal Year 2022	For						

					Elect Director Reshma Kewalramani	For	
					Elect Director Sangeeta Bhatia	For	
					Elect Director Suketu Upadhyay	For	
					Elect Director Terrence Kearney	For	
					Ratify Ernst & Young LLP as Auditors	For	
ZoomInfo Technologies Inc.	17-mag-23	Interactive Media & Services	USA	Annual	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Eps US Equity ESG Index
					Elect Director D. Randall Winn	For	
					Elect Director Patrick McCarter	Withhold	
					Elect Director Todd Crockett	Withhold	
					Ratify KPMG LLP as Auditors	For	
Hasbro, Inc.	18-mag-23	Leisure Products	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Omnibus Stock Plan	For	
					Elect Director Blake Jorgensen	For	
					Elect Director Christian P. Cocks	For	
					Elect Director Elizabeth Hamren	For	
					Elect Director Hope F. Cochran	For	
					Elect Director Laurel J. Richie	For	
					Elect Director Linda Zecher Higgins	For	
					Elect Director Lisa Gersh	For	
					Elect Director Mary Beth West	For	
					Elect Director Michael R. Burns	For	Eps US Equity ESG Index
					Elect Director Richard S. Stoddart	For	
					Elect Director Tracy A. Leinbach	For	
					Ratify KPMG LLP as Auditors	For	
Hilton Worldwide Holdings Inc.	18-mag-23	Hotels, Restaurants & Leisure	USA	Annual	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Charlene T. Begley	For	
					Elect Director Chris Carr	For	
					Elect Director Christopher J. Nassetta	For	
					Elect Director Douglas M. Steenland	For	
					Elect Director Elizabeth A. Smith	For	
					Elect Director Jonathan D. Gray	For	
					Elect Director Judith A. McHale	For	
					Elect Director Melanie L. Healey	For	
					Elect Director Raymond E. Mabus, Jr.	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Climate Transition Plan	For	
					Approve Final Dividend	For	
					Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	For	
Legal & General Group Plc	18-mag-23	Insurance	United Kingdom	Annual	Authorise Market Purchase of Ordinary Shares	For	Eps QValue
					Authorise the Audit Committee to Fix Remuneration of Auditors	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	

					Authorise UK Political Donations and Expenditure	For	
					Elect Carolyn Johnson as Director	For	
					Elect Tushar Morzaria as Director	For	
					Reappoint KPMG LLP as Auditors	For	
					Re-elect George Lewis as Director	For	
					Re-elect Henrietta Baldock as Director	For	
					Re-elect Jeff Davies as Director	For	
					Re-elect Laura Wade-Gery as Director	For	
					Re-elect Lesley Knox as Director	For	
					Re-elect Nilufer Von Bismarck as Director	For	
					Re-elect Philip Broadley as Director	For	
					Re-elect Ric Lewis as Director	For	
					Re-elect Sir John Kingman as Director	Against	
					Re-elect Sir Nigel Wilson as Director	For	
Lennox International Inc.	18-mag-23	Building Products	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Janet K. Cooper	For	
					Elect Director John W. Norris, III	For	
					Elect Director Karen H. Quintos	For	
					Elect Director Shane D. Wall	For	
					Ratify KPMG LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Anthony K. Anderson	For	
					Elect Director Bruce P. Nolop	For	
					Elect Director Deborah C. Hopkins	For	
					Elect Director H. Edward Hanway	For	
					Elect Director Hafize Gaye Erkan	For	
					Elect Director Jane H. Lute	For	
Marsh & McLennan Companies, Inc.	18-mag-23	Insurance	USA	Annual	Elect Director John Q. Doyle	For	Eps US Equity ESG Index
					Elect Director Judith Hartmann	For	
					Elect Director Lloyd M. Yates	For	
					Elect Director Morton O. Schapiro	For	
					Elect Director Oscar Fanjul	For	
					Elect Director Ray G. Young	For	
					Elect Director Steven A. Mills	For	
					Elect Director Tamara Ingram	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Christopher J. Kearney	For	
					Elect Director Harold W. McGraw, III	For	
					Elect Director Jeffrey H. Black	For	
					Elect Director John H. Walker	For	
					Elect Director Judith F. Marks	For	
Otis Worldwide Corporation	18-mag-23	Machinery	USA	Annual	Elect Director Kathy Hopinkah Hannan	For	Eps US Equity ESG Index
					Elect Director Margaret M. V. Preston	For	
					Elect Director Nelda J. Connors	For	
					Elect Director Shailesh G. Jejurikar	For	
					Elect Director Shelley Stewart, Jr.	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Require Independent Board Chair	For	
					Advisory Vote on Say on Pay Frequency	One Year	

					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Albert P. Carey	For	
					Elect Director Ari Bousbib	For	
					Elect Director Caryn Seidman-Becker	For	
					Elect Director Edward P. Decker	For	
					Elect Director Gerard J. Arpey	For	
					Elect Director Gregory D. Brenneman	For	
					Elect Director J. Frank Brown	For	
					Elect Director Jeffery H. Boyd	Against	
					Elect Director Linda R. Gooden	For	
					Elect Director Manuel Kadre	For	
					Elect Director Paula Santilli	For	
					Elect Director Stephanie C. Linnartz	For	
					Elect Director Wayne M. Hewett	For	
					Encourage Senior Management Commitment to Avoid Political Speech	Abstain	
					Ratify KPMG LLP as Auditors	For	
The Home Depot, Inc.	18-mag-23	Specialty Retail	USA	Annual	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For	Eps US Equity ESG Index
					Report on Political Expenditures Congruence	For	
					Require Independent Board Chair	For	
					Rescind 2022 Racial Equity Audit Proposal	Against	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Earl R. Ellis	For	
					Elect Director Jeanne Beliveau-Dunn	For	
					Elect Director Jerome A. Peribere	For	
					Elect Director Lila Tretikov	For	
					Elect Director Mark D. Morelli	For	
					Elect Director Patrick K. Decker	For	Eps US Equity ESG Index
					Elect Director Robert F. Friel	For	
					Elect Director Steven R. Loranger	For	
					Elect Director Uday Yadav	For	
					Elect Director Victoria D. Harker	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Require Independent Board Chair	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Frank A. D'Amelio	For	
					Elect Director Gregory Norden	For	
					Elect Director Kristin C. Peck	For	

Company	Date	Industry	Country	Meeting Type	Index	
Zoetis Inc.	18-mag-23	Pharmaceuticals	USA	Annual	Eps US Equity ESG Index	
					Elect Director Louise M. Parent	For
					Elect Director Michael B. McCallister	For
					Elect Director Paul M. Bisaro	For
					Elect Director Robert W. Scully	For
					Elect Director Vanessa Broadhurst	For
					Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For
					Provide Right to Call Special Meeting	For
					Ratify KPMG LLP as Auditors	For
					Advisory Vote on Say on Pay Frequency	One Year
					Advisory Vote to Ratify Named Executive Officers' Compensation	For
					Elect Director Amy E. Miles	For
					Elect Director Brian J. Druker	For
Elect Director Charles M. Holley, Jr.	For					
Elect Director Ellen J. Kullman	For					
Elect Director Greg C. Garland	Against					
Amgen Inc.	19-mag-23	Biotechnology	USA	Annual	Eps DLongRun	
					Elect Director Michael V. Drake	For
					Elect Director R. Sanders Williams	For
					Elect Director Robert A. Bradway	For
					Elect Director Robert A. Eckert	For
					Elect Director Ronald D. Sugar	For
					Elect Director S. Omar Ishrak	For
					Elect Director Tyler Jacks	For
					Elect Director Wanda M. Austin	For
					Ratify Ernst & Young LLP as Auditors	For
					Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Abstain
					Advisory Vote on Say on Pay Frequency	One Year
					Advisory Vote to Ratify Named Executive Officers' Compensation	For
Elect Director Alistair Darling	For					
Elect Director Dennis M. Nally	For					
Elect Director Erika H. James	For					
Elect Director Hironori Kamezawa	For					
Elect Director James P. Gorman	For					
Elect Director Jami Miscik	For					
Elect Director Mary L. Schapiro	For					
Elect Director Masato Miyachi	For					
Elect Director Perry M. Traquina	For					
Elect Director Rayford Wilkins, Jr.	Against					
Elect Director Robert H. Herz	For					
Elect Director Shelley B. Leibowitz	For					
Morgan Stanley	19-mag-23	Capital Markets	USA	Annual	Eps STEP 30 Megatrend ESG Settembre 2027	
					Elect Director Jami Miscik	For
					Elect Director Mary L. Schapiro	For
					Elect Director Masato Miyachi	For
					Elect Director Perry M. Traquina	For
					Elect Director Rayford Wilkins, Jr.	Against
					Elect Director Robert H. Herz	For
					Elect Director Shelley B. Leibowitz	For

				Elect Director Stephen J. Luczo	For	
				Elect Director Thomas H. Glocer	For	
				Ratify Deloitte & Touche LLP as Auditors	For	
				Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	
				Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	
				Approve Compensation of Alexandre Merieux, Chairman and CEO	For	
				Approve Compensation of Pierre Boulud, Vice-CEO	Against	
				Approve Compensation Report of Corporate Officers	For	
				Approve Consolidated Financial Statements and Statutory Reports	For	
				Approve Discharge of Directors	Against	
				Approve Financial Statements and Statutory Reports	For	
				Approve Remuneration Policy of Chairman and CEO	Against	
				Approve Remuneration Policy of Corporate Officers	For	
				Approve Remuneration Policy of Directors	For	
				Approve Remuneration Policy of Vice-CEO	Against	
				Approve Transaction with Fondation Christophe et Rodolphe Merieux Re: Termination Agreement of Sponsorship Contract	For	
				Approve Transaction with Institut Merieux Re: Acquisition of Specific Diagnostics	For	
				Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against	
				Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against	
				Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	
				Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
				Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	For	Eps QReturn
				Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
				Authorize Filing of Required Documents/Other Formalities	For	
				Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against	
				Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against	
				Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
				Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against	
				Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	For	
				Reelect Philippe Archinard as Director	Against	
				Renew Appointment of Grant Thornton as Auditor	For	
				Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	For	
				Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Against	
				Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against	
				Ratify Abandonment of Change of Corporate Form to Societe Europeenne (SE)	For	
				Advisory Vote on Say on Pay Frequency	One Year	
				Advisory Vote to Ratify Named Executive Officers' Compensation	For	
				Amend Non-Employee Director Omnibus Stock Plan	For	
				Elect Director Anne H. Margulies	For	
				Elect Director Bradley T. Sheares	For	
				Elect Director Carol Raphael	For	
				Elect Director Deborah Derby	For	
				Elect Director James P. Breslawski	For	

Henry Schein, Inc.	23-mag-23	Health Care Providers & Service:USA	Annual	Elect Director Joseph L. Herring	For	Eps US Equity ESG Index	
				Elect Director Kurt P. Kuehn	For		
				Elect Director Mark E. Mlotek	For		
				Elect Director Mohamad Ali	For		
				Elect Director Philip A. Laskawy	Against		
				Elect Director Reed V. Tuckson	For		
				Elect Director Scott Serota	For		
				Elect Director Stanley M. Bergman	For		
				Elect Director Steven Paladino	For		
				Ratify BDO USA, LLP as Auditors	For		
Insulet Corporation	23-mag-23	Health Care Equipment & Suppli USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index	
				Advisory Vote to Ratify Named Executive Officers' Compensation	For		
				Elect Director Corinne H. Nevinny	For		
				Elect Director Luciana Borio	For		
				Elect Director Michael R. Minogue	For		
Ratify Grant Thornton LLP as Auditors	For						
Merck & Co., Inc.	23-mag-23	Pharmaceuticals	USA	Annual	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	For	Eps DLongRun
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Christine E. Seidman	For	
					Elect Director Douglas M. Baker, Jr.	For	
					Elect Director Inge G. Thulin	For	
					Elect Director Kathy J. Warden	For	
					Elect Director Mary Ellen Coe	For	
					Elect Director Pamela J. Craig	For	
					Elect Director Patricia F. Russo	For	
					Elect Director Paul B. Rothman	For	
					Elect Director Peter C. Wendell	For	
					Elect Director Risa J. Lavizzo-Mourey	For	
					Elect Director Robert M. Davis	For	
					Elect Director Stephen L. Mayo	For	
					Elect Director Thomas H. Glocer	For	
					Publish a Congruency Report of Partnerships with Globalist Organizations	Abstain	
Ratify PricewaterhouseCoopers LLP as Auditors	For						
Report on Access to COVID-19 Products	For						
Report on Impact of Extended Patent Exclusivities on Product Access	For						
Report on Risks Related to Operations in China	For						
Require Independent Board Chair	For						
Amend Article 13 of Bylaws Re: Plurality of Directorships	Against						
Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	Against						
Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	Against						
Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against						
Approve Allocation of Income and Dividends of EUR 0.70 per Share	For						
Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For						
Approve Compensation of Christel Heydemann, CEO since April 4 2022	For						

				Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	For	
				Approve Compensation of Ramon Fernandez, Vice-CEO	For	
				Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	For	
				Approve Compensation Report	For	
				Approve Consolidated Financial Statements and Statutory Reports	For	
				Approve Financial Statements and Statutory Reports	For	
				Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	For	
				Approve Remuneration Policy of CEO	For	
				Approve Remuneration Policy of Chairman of the Board	For	
				Approve Remuneration Policy of Directors	For	
				Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
Orange SA	23-mag-23	Diversified Telecommunication !France	Annual/Special	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	For	Eps QValue
				Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
				Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	For	
				Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
				Authorize Filing of Required Documents/Other Formalities	For	
				Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	For	
				Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	For	
				Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
				Authorize up to 0.08 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	For	
				Elect Gilles Grapinet as Director	For	
				Elect Momar Nguer as Director	For	
				Reelect Alexandre Bompard as Director	For	
				Reelect Anne Lange as Director	For	
				Reelect Anne-Gabrielle Heilbronner as Director	For	
				Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	For	
				Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	For	
				Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	For	
				Accept Financial Statements and Statutory Reports	For	
				Adopt New Articles of Association	For	
				Approve Remuneration Policy	For	
				Approve Remuneration Report	For	
				Approve Share Plan	For	
				Approve the Shell Energy Transition Progress	Against	
				Authorise Issue of Equity	For	
				Authorise Issue of Equity without Pre-emptive Rights	For	

Shell Plc	23-mag-23	Oil, Gas & Consumable Fuels	United Kingdom	Annual	Authorise Market Purchase of Ordinary Shares	For	Eps European Equity Large Cap Index						
					Authorise Off-Market Purchase of Ordinary Shares	For							
					Authorise the Audit Committee to Fix Remuneration of Auditors	For							
					Authorise UK Political Donations and Expenditure	For							
					Elect Cyrus Taraporevala as Director	For							
					Elect Leena Srivastava as Director	For							
					Elect Sir Charles Roxburgh as Director	For							
					Elect Wael Sawan as Director	For							
					Reappoint Ernst & Young LLP as Auditors	For							
					Re-elect Abraham Schot as Director	For							
					Re-elect Ann Godbehere as Director	For							
					Re-elect Catherine Hughes as Director	For							
					Re-elect Dick Boer as Director	For							
					Re-elect Jane Lute as Director	For							
					Re-elect Neil Carson as Director	For							
					Re-elect Sinead Gorman as Director	For							
					Re-elect Sir Andrew Mackenzie as Director	Against							
					Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	For							
					Societe Generale SA	23-mag-23		Banks	France	Annual/Special	Amend Article 7 of Bylaws Re: Representative of Employee Shareholders Length of Term	For	Eps QReturn
											Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	For	
Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For												
Approve Compensation of Diony Lebot, Vice-CEO	For												
Approve Compensation of Frederic Oudea, CEO	For												
Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	For												
Approve Compensation of Philippe Aymerich, Vice-CEO	For												
Approve Compensation Report of Corporate Officers	For												
Approve Consolidated Financial Statements and Statutory Reports	For												
Approve Financial Statements and Statutory Reports	For												
Approve Remuneration Policy of CEO and Vice-CEOs	For												
Approve Remuneration Policy of Chairman of the Board	For												
Approve Remuneration Policy of Directors	For												
Approve the Aggregate Remuneration Granted in 2022 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	For												
Approve Treatment of Losses and Dividends of EUR 1.70 per Share	For												
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For												
Authorize Filing of Required Documents/Other Formalities	For												
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For												
Elect Beatrice Cossa-Dumurgier as Director Following Resignation of Juan Maria Nin Genova	For												
Elect Benoit de Ruffray as Director	For												
Elect Slawomir Krupa as Director	For												
Elect Ulrika Ekman as Director	For												
Advisory Vote on Say on Pay Frequency	One Year												
Advisory Vote to Ratify Named Executive Officers' Compensation	For												
Elect Director Christopher A. Kuebler	For												
Elect Director Dan Brennan	For												

Company	Date	Sector	Country	Meeting Type	Item	Vote	Index
Waters Corporation	23-mag-23	Life Sciences Tools & Services	USA	Annual	Elect Director Flemming Ornskov	Against	Eps US Equity ESG Index
					Elect Director Linda Baddour	For	
					Elect Director Mark Vergnano	For	
					Elect Director Pearl S. Huang	For	
					Elect Director Richard Fearon	For	
					Elect Director Udit Batra	For	
					Elect Director Wei Jiang	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Ade J. Patton	For	
					Elect Director Dennis G. Lopez	For	
					Elect Director Diana W. Reid	For	
Elect Director Johnese M. Spisso	For						
Welltower Inc.	23-mag-23	Health Care REITs	USA	Annual			Eps US Equity ESG Index
					Elect Director Karen B. DeSalvo	For	
					Elect Director Kathryn M. Sullivan	For	
					Elect Director Kenneth J. Bacon	For	
					Elect Director Philip L. Hawkins	For	
					Elect Director Sergio D. Rivera	For	
					Elect Director Shankh Mitra	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Abstain	
					Amend Omnibus Stock Plan	For	
					Commission a Third Party Audit on Working Conditions	For	
					Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For	
					Elect Director Andrew R. Jassy	For	
					Elect Director Daniel P. Huttenlocher	Against	
					Elect Director Edith W. Cooper	Against	
					Elect Director Indra K. Nooyi	For	
					Elect Director Jamie S. Gorelick	For	
					Elect Director Jeffrey P. Bezos	Against	
					Elect Director Jonathan J. Rubinstein	For	
					Elect Director Judith A. McGrath	Against	
Elect Director Keith B. Alexander	For						
Elect Director Patricia Q. Stonesifer	For						
Elect Director Wendell P. Weeks	For						
Publish a Tax Transparency Report	Abstain						

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Company	Date	Industry	Country	Frequency	Proposals	Vote	Index
Amazon.com, Inc.	24-mag-23	Broadline Retail	USA	Annual	Ratify Ratification of Ernst & Young LLP as Auditors	For	Eps US Equity ESG Megatrend ESG Settembre 2027
					Report on Climate Lobbying	For	
					Report on Climate Risk in Retirement Plan Options	For	
					Report on Efforts to Reduce Plastic Use	For	
					Report on Government Take Down Requests	Abstain	
					Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For	
					Report on Customer Due Diligence	For	
					Revise Transparency Report to Provide Greater Disclosure on Government Requests	Abstain	
					Report on Median and Adjusted Gender/Racial Pay Gaps	For	
					Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Abstain	
					Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For	
					Consider Pay Disparity Between Executives and Other Employees	For	
					Report on Animal Welfare Standards	For	
					Establish a Public Policy Committee	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Bruce L. Tanner	For	
Elect Director Craig Macnab	For						
Elect Director Grace D. Lieblein	For						
Elect Director JoAnn A. Reed	For						
Elect Director Kelly C. Chambliss	For						
Elect Director Kenneth R. Frank	For						
Elect Director Pamela D. A. Reeve	For						
Elect Director Raymond P. Dolan	For						
Elect Director Robert D. Hormats	For						
Elect Director Samme L. Thompson	For						
Elect Director Teresa H. Clarke	For						
Elect Director Thomas A. Bartlett	For						
Ratify Deloitte & Touche LLP as Auditors	For						
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Elect Director C. Christopher Gaut	For						
Elect Director Charles R. Crisp	For						
Elect Director Donald F. Textor	For						
Elect Director Ezra Y. Yacob	For						
Elect Director Janet F. Clark	For						
Elect Director Julie J. Robertson	For						
Elect Director Lynn A. Dugle	For						
Elect Director Michael T. Kerr	For						
Elect Director Robert P. Daniels	For						
Ratify Deloitte & Touche LLP as Auditors	For						
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Amend Qualified Employee Stock Purchase Plan	For						
Elect Director Brian L. Derksen	For						
Elect Director Eduardo A. Rodriguez	For						
Elect Director Gerald D. Smith	For						
Elect Director Jim W. Mogg	Against						
Elect Director Julie H. Edwards	For						
ONEOK, Inc.	24-mag-23	Oil, Gas & Consumable Fuels	USA	Annual			Eps US Equity ESG Index

					Elect Director Mark W. Helderman	For	
					Elect Director Pattye L. Moore	For	
					Elect Director Pierce H. Norton, II	For	
					Elect Director Randall J. Larson	For	
					Elect Director Steven J. Malcolm	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 0.82 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Policy for the Supervisory Board	For	
					Approve Remuneration Report	Against	
					Approve Virtual-Only Shareholder Meetings Until 2028	Against	
					Elect Bernd Illig as Employee Representative to the Supervisory Board	For	Eps QReturn
					Elect Fiona May to the Supervisory Board	For	
					Elect Heloise Temple-Boyer to the Supervisory Board	Against	
					Elect Jean-Marc Duplaix to the Supervisory Board	Against	
					Elect Martin Koepfel as Employee Representative to the Supervisory Board	For	
					Elect Thore Ohlsson to the Supervisory Board	Against	
					Ratify KPMG AG as Auditors for Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Advisory Vote on Remuneration Report	For	
					Approve Allocation of Income and Dividends	For	
					Approve Consolidated and Standalone Financial Statements	For	
					Approve Discharge of Board	For	
					Approve Dividends Charged Against Reserves	For	
					Approve Non-Financial Information Statement	For	
					Approve Reduction in Share Capital via Amortization of Treasury Shares	For	
					Approve Remuneration Policy	For	
					Approve Share Matching Plan	For	
					Authorize Board to Ratify and Execute Approved Resolutions	For	
					Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities Exchangeable for Issued Shares for up to EUR 15 Billion	For	Eps QReturn
					Elect Maria del Pino Velazquez Medina as Director	For	
					Ratify Appointment of and Elect Manuel Manrique Cecilia as Director	Against	
					Reelect Antonio Brufau Niubo as Director	For	
					Reelect Aranzazu Estefania Larranaga as Director	For	
					Reelect Henri Philippe Reichstul as Director	For	
					Reelect John Robinson West as Director	For	
					Reelect Josu Jon Imaz San Miguel as Director	For	
					Reelect Maria Teresa Garcia-Mila Lloveras as Director	For	
					Renew Appointment of PricewaterhouseCoopers as Auditor	For	
					Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities - Withdrawn	No voting items	
					Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Approve Omnibus Stock Plan	For	
					Elect Director Alan D. Schnitzer	For	
					Elect Director Alan L. Beller	For	
					Elect Director Bridget van Kralingen	For	

Company	Date	Industry	Country	Meeting Type	Item	Vote	Index
The Travelers Companies, Inc.	24-mag-23	Insurance	USA	Annual	Elect Director Clarence Otis, Jr.	For	Eps US Equity ESG Index
					Elect Director Elizabeth E. Robinson	For	
					Elect Director Janet M. Dolan	For	
					Elect Director Laurie J. Thomsen	For	
					Elect Director Patricia L. Higgins	For	
					Elect Director Philip T. (Pete) Ruegger, III	For	
					Elect Director Rafael Santana	For	
					Elect Director Russell G. Golden	For	
					Elect Director Thomas B. Leonardi	For	
					Elect Director Todd C. Schermerhorn	For	
					Elect Director William J. Kane	For	
					Ensure Policies Do Not Support Police Violations of Civil Rights	For	
					Oversee and Report on a Third-Party Racial Equity Audit	For	
					Ratify KPMG LLP as Auditors	For	
					Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	For	
					Amend Articles Re: General Meeting Chair and Procedure	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	
					Amend Articles Re: Supervisory Board Composition	For	
					Approve Discharge of Management Board Member David Bryson for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Klaus-Dieter Maubach for Fiscal Year 2022	For	
Uniper SE	24-mag-23	Independent Power & Renewab	Germany	Annual	Approve Discharge of Management Board Member Niek Hollander for Fiscal Year 2022	For	Eps QReturn
					Approve Discharge of Management Board Member Tiina Tuomela for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Andre Muilwijk for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Barbara Jagodzinski for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Bernhard Guenther for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Diana Kirschner for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Esa Hyvaerinen for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Harald Seegatz for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Holger Grzella for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Immo Schlepper for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Ines Zenke for Fiscal Year 2022	For	

					Approve Discharge of Supervisory Board Member Judith Buss for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Magnus Notini for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Marcus Schenck for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Markus Rauramo for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Nora Steiner-Forsberg for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Oliver Biniek for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Thomas Blades for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Victoria Kulambi for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Werner Brinker for Fiscal Year 2022	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2028	Against	
					Elect Gerhard Holtmeier to the Supervisory Board	For	
					Elect Ines Zenke to the Supervisory Board	For	
					Elect Marcus Schenck to the Supervisory Board	For	
					Elect Thomas Blades to the Supervisory Board	Against	
					Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Adopt Financial Statements and Statutory Reports	For	
					Approve Discharge of Executive Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends	For	
					Approve Remuneration Report	For	
					Authorize Repurchase of Up to 30 Percent of Issued Share Capital	For	
					Close Meeting	No voting items	
Aegon NV	25-mag-23	Insurance	Netherlands	Annual	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	Eps QReturn
					Grant Board Authority to Issue Shares Up To 25 Percent of Issued Capital in Connection with a Rights Issue	For	
					Open Meeting	No voting items	
					Other Business (Non-Voting)	No voting items	
					Ratify Ernst & Young Accountants LLP as Auditors	For	
					Receive Explanation on Company's Dividend Policy	No voting items	
					Receive Report of Executive Board (Non-Voting)	No voting items	
					Reelect Dona Young to Supervisory Board	Against	
					Approve Cancellation of Common Shares and Common Shares B	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Adaire Fox-Martin	For	
					Elect Director Charles Meyers	For	
					Elect Director Christopher Paisley	For	
					Elect Director Fidelma Russo	For	
					Elect Director Gary Hromadko	For	

Company	Date	Industry	Country	Meeting Type	Agenda Items	Vote	Index
Equinix, Inc.	25-mag-23	Specialized REITs	USA	Annual	Elect Director Jeetu Patel	For	Eps US Equity ESG Index
					Elect Director Nanci Caldwell	For	
					Elect Director Peter Van Camp	For	
					Elect Director Ron Guerrier - Withdrawn	No voting items	
					Elect Director Sandra Rivera	For	
					Elect Director Thomas Olinger	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For	
					Elect Director Amy Weaver	For	
					Elect Director Anthony Capuano	For	
					Elect Director Catherine Engelbert	For	
Elect Director Christopher Kempczinski	For						
Elect Director Enrique Hernandez, Jr.	For						
Elect Director Jennifer Taubert	For	Eps STEP 30 Megatrend ESG Giugno 2027					
Elect Director John Mulligan	For						
Elect Director Kareem Daniel	For						
Elect Director Lloyd Dean	For						
Elect Director Margaret Georgiadis	For						
Elect Director Miles White	Against						
Elect Director Paul Walsh	For						
Elect Director Richard Lenny	For						
Issue Transparency Report on Global Public Policy and Political Influence	For						
Ratify Ernst & Young LLP as Auditors	For						
Report on Civil Rights and Non-Discrimination Audit	For						
Report on Lobbying Payments and Policy	For						
Report on Risks Related to Operations in China	For						
Report on Animal Welfare	For						
Approve Allocation of Income and Dividends of EUR 1.35 per Share	For						
Approve Compensation of Olivier Andries, CEO	For						
Approve Compensation of Ross McInnes, Chairman of the Board	For						
Approve Compensation Report of Corporate Officers	For						
Approve Consolidated Financial Statements and Statutory Reports	For						
Approve Financial Statements and Statutory Reports	For						
Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	For						
Approve Remuneration Policy of CEO	For						
Approve Remuneration Policy of Chairman of the Board	For						
Approve Remuneration Policy of Directors	For						
Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State	For						
Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	For						
Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	For						
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For						
Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	For						
Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	Eps European Equity Large Cap Index					
Authorize Filing of Required Documents/Other Formalities	For						
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For						

Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	For
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Elect Fabrice Bregier as Director	For
Ratify Appointment of Alexandre Lahousse as Director	For
Ratify Appointment of Robert Peugeot as Director	Against
Reelect Alexandre Lahousse as Director	For
Reelect Laurent Guillot as Director	Against

Reelect Olivier Andries as Director	For
Reelect Ross McInnes as Director	For
Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For
Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	For

Approve Allocation of Income and Dividends of EUR 3.56 per Share	For
Approve Compensation of Paul Hudson, CEO	For
Approve Compensation of Serge Weinberg, Chairman of the Board	For
Approve Compensation Report of Corporate Officers	For
Approve Consolidated Financial Statements and Statutory Reports	For
Approve Financial Statements and Statutory Reports	For

Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	For
Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	For
Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	For
Approve Remuneration Policy of CEO	For
Approve Remuneration Policy of Chairman of the Board	For

Sanofi	25-mag-23	Pharmaceuticals	France	Annual/Special
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Approve Remuneration Policy of Directors	For
Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For
Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For
Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For
Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For

Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For
Authorize Filing of Required Documents/Other Formalities	For
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	For
Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For
Elect Frederic Oudea as Director	For
Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	Abstain
Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Against
Approve Allocation of Income and Dividends of EUR 1.40 per Share	For

Company	Date	Industry	Country	Meeting Type	Item	Vote	Other
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Denis Kessler, Chairman of the Board	For	
					Approve Compensation of Laurent Rousseau, CEO	For	
					Approve Compensation Report of Corporate Officers	Against	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 10 Percent of Issued Capital	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 24-26	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Increase of Up to EUR 141,526,577 for Future Exchange Offers	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 566,106,326	For	Eps QReturn
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 141,526,577	For	
					Authorize Issuance of Warrants (Bons 2023 Contingents) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Contingent Capital	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 1.5 Million Shares for Use in Stock Option Plans	For	
					Elect Thierry Leger as Director	For	
					Ratify Appointment of Martine Gerow as Director	For	
					Reelect Adrien Couret as Director	Against	
					Reelect Augustin de Romanet as Director	Against	
					Reelect Fields Wicker-Miurin as Director	Against	
					Reelect Holding Malakoff Humanis as Director	For	
					Reelect Martine Gerow as Director	Against	
					Reelect Vanessa Marquette as Director	Against	
					Reelect Zhen Wang as Director	For	
					Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24-31, 33 and 35 at EUR 743,079,278	For	
					Approve Remuneration Policy of CEO from January 1, 2023 to January 25, 2023	For	
					Approve Remuneration Policy of CEO from January 26, 2023 to April 30, 2023	For	
					Approve Remuneration Policy of CEO from May 1, 2023 to December 31, 2023	For	
					Authorize Issuance of Warrants (AOF 2023) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund	For	
					Authorize Issuance of up to 3 Million Shares for Use in Restricted Stock Plans	For	

The Interpublic Group of Companies, 25-mag-23	Media	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
				Advisory Vote to Ratify Named Executive Officers' Compensation	For	
				Elect Director David M. Thomas	For	
				Elect Director Dawn Hudson	For	
				Elect Director E. Lee Wyatt Jr.	For	
				Elect Director Jocelyn Carter-Miller	For	
				Elect Director Jonathan F. Miller	For	
				Elect Director Linda S. Sanford	For	
				Elect Director Mary J. Steele Guilfoile	For	
				Elect Director Patrick Q. Moore	For	
Carrefour SA	26-mag-23	Consumer Staples Distribution & France	Annual/Special	Elect Director Philippe Krakowsky	For	Eps QReturn
				Ratify PricewaterhouseCoopers LLP as Auditors	For	
				Require Independent Board Chair	For	
				Approve Allocation of Income and Dividends of EUR 0.56 per Share	For	
				Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
				Approve Compensation of Alexandre Bompard, Chairman and CEO	For	
				Approve Compensation Report of Corporate Officers	For	
				Approve Consolidated Financial Statements and Statutory Reports	For	
				Approve Financial Statements and Statutory Reports	For	
				Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million	For	
				Approve Opinion on Quantification of the Company's Various Scope 3 Action Levers	For	
				Approve Remuneration Policy of Chairman and CEO	For	
				Approve Remuneration Policy of Directors	For	
				Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16	For	
				Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
				Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
				Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
				Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	
				Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
				Authorize Filing of Required Documents/Other Formalities	For	
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	For					
Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 175 Million	For					
Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For					
Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For					
Reelect Alexandre Bompard as Director	For					
Reelect Marie-Laure Sauty de Chalon as Director	For					
Renew Appointment of Mazars as Auditor	For					
Request Details relating to the Company's Environmental Strategy	No voting items					
Accept Financial Statements and Statutory Reports	For					
Approve 2022 Climate Report	Abstain					
Approve Reduction of Capital Contribution Reserves	For					
Approve Remuneration Report	For					
Authorise Issue of Equity	For					

Glencore Plc	26-mag-23	Metals & Mining	Jersey	Annual	Authorise Issue of Equity without Pre-emptive Rights	For	Eps European Equity Large Cap Index
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Audit Committee to Fix Remuneration of Auditors	For	
					Elect Liz Hewitt as Director	For	
					Reappoint Deloitte LLP as Auditors	For	
					Re-elect Cynthia Carroll as Director	For	
					Re-elect David Wormsley as Director	For	
					Re-elect Gary Nagle as Director	For	
					Re-elect Gill Marcus as Director	For	
					Re-elect Kalidas Madhavpeddi as Director	Against	
					Re-elect Martin Gilbert as Director	For	
					Re-elect Peter Coates as Director	For	
					Resolution in Respect of the Next Climate Action Transition Plan	For	
					Advisory Vote on Say on Pay Frequency	One Year	
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Elect Director Bertram L. Scott	For						
Elect Director Brian C. Rogers	For						
Elect Director Colleen Taylor	For						
Elect Director Daniel J. Heinrich	For						
Lowe's Companies, Inc.	26-mag-23	Specialty Retail	USA	Annual	Elect Director David H. Batchelder	For	Eps DLongRun
					Elect Director Laurie Z. Douglas	For	
					Elect Director Marvin R. Ellison	For	
					Elect Director Mary Beth West	For	
					Elect Director Raul Alvarez	For	
					Elect Director Richard W. Dreiling	For	
					Elect Director Sandra B. Cochran	For	
					Elect Director Scott H. Baxter	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Require Independent Board Chair	For	
					Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	For	
					Approve Allocation of Income and Dividends of EUR 3.81 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Patrick Pouyanne, Chairman and CEO	For	
					Approve Compensation Report of Corporate Officers	For	
Approve Consolidated Financial Statements and Statutory Reports	For						
Approve Financial Statements and Statutory Reports	For						
Approve Remuneration Policy of Chairman and CEO	For						
TotalEnergies SE	26-mag-23	Oil, Gas & Consumable Fuels	France	Annual/Special	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	For	Eps QValue
					Approve the Company's Sustainable Development and Energy Transition Plan	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	

					Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	
					Elect Anelise Lara as Director	For	
					Elect Dierk Paskert as Director	For	
					Reelect Marie-Christine Coisne-Roquette as Director	For	
					Reelect Mark Cutifani as Director	For	
					Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	For	
					Approve Auditors' Special Report on Related-Party Transactions	For	
					Approve Compensation of Michel de Rosen, Chairman of the Board	For	
					Approve Compensation of Patrick Koller, CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16 to 18	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
Faurecia SE	30-mag-23	Automobile Components	France	Annual/Special	Authorize Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value	For	Eps QValue
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Share Capital	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 3 Million Shares for Use in Restricted Stock Plans	For	
					Change Company Name to Forvia and Amend Article 2 of Bylaws Accordingly	For	
					Elect Esther Gaide as Director	For	
					Elect Michael Bolle as Director	For	
					Reelect Denis Mercier as Director	For	
					Approve Allocation of Income and Absence of Dividends	For	
					Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	For	
					Adopt Financial Statements and Statutory Reports	For	
					Allow Questions	No voting items	
					Amend Remuneration Policy for Executive Board	For	
					Announce Intention to Reappoint Ingrid de Swart to Executive Board	No voting items	
					Approve Cancellation of Repurchased Shares	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Dividends	For	
					Approve Remuneration of Supervisory Board	For	
					Approve Remuneration of the Chairman of the Executive Board	For	
					Approve Remuneration Report	For	
ASR Nederland NV	31-mag-23	Insurance	Netherlands	Annual	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	Eps QValue

					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Close Meeting	No voting items	
					Discussion on Company's Corporate Governance Structure	No voting items	
					Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
					Open Meeting	No voting items	
					Receive Explanation on Company's Reserves and Dividend Policy	No voting items	
					Receive Report of Executive Board (Non-Voting)	No voting items	
					Receive Report of Supervisory Board (Non-Voting)	No voting items	
					Reelect Gerard Van Olphen to Supervisory Board	For	
					Reelect Gisella Van Vollenhoven to Supervisory Board	For	
					Adopt Medium-Term Scope 3 GHG Reduction Target	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Alice P. Gast	Against	
					Elect Director Charles W. Moorman	Against	
					Elect Director Cynthia J. Warner	Against	
					Elect Director D. James Umpleby, III	Against	
					Elect Director Dambisa F. Moyo	Against	
					Elect Director Debra Reed-Klages	Against	
					Elect Director Enrique Hernandez, Jr.	Against	
					Elect Director John B. Frank	Against	
Chevron Corporation	31-mag-23	Oil, Gas & Consumable Fuels	USA	Annual	Elect Director Jon M. Huntsman, Jr.	Against	Eps DLongRun
					Elect Director Marillyn A. Hewson	Against	
					Elect Director Michael K. (Mike) Wirth	Against	
					Elect Director Wanda M. Austin	Against	
					Establish Board Committee on Decarbonization Risk	Against	
					Oversee and Report a Racial Equity Audit	For	
					Publish a Tax Transparency Report	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For	
					Report on Social Impact From Plant Closure or Energy Transition	For	
					Require Independent Board Chair	For	
					Rescind Scope 3 GHG Reduction Proposal	Against	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Amend Articles Re: Registration in the Share Register	For	
					Approve Allocation of Income and Dividends of EUR 1.17 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	Against	
					Approve Virtual-Only Shareholder Meetings Until 2028	Against	
					Elect Aldo Belloni to the Supervisory Board	Against	
					Elect Angela Titzrath to the Supervisory Board	Against	
					Elect Ariane Reinhart to the Supervisory Board	Against	
Evonik Industries AG	31-mag-23	Chemicals	Germany	Annual	Elect Barbara Albert to the Supervisory Board	Against	Eps QReturn
					Elect Bernd Toenjes to the Supervisory Board	Against	
					Elect Cedrik Neike to the Supervisory Board	Against	
					Elect Christian Kohlpaintner to the Supervisory Board	Against	
					Elect Cornelius Baur to the Supervisory Board	Against	
					Elect Michael Ruediger to the Supervisory Board	Against	
					Elect Werner Fuhrmann to the Supervisory Board	Against	
					Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Adopt Medium-Term Scope 3 GHG Reduction Target	For	

					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Commission Audited Report on Reduced Plastics Demand	For	
					Elect Director Alexander A. Karsner	For	
					Elect Director Angela F. Braly	For	
					Elect Director Darren W. Woods	Against	
					Elect Director Gregory J. Goff	For	
					Elect Director Jeffrey W. Ubben	For	
					Elect Director John D. Harris, II	For	
					Elect Director Joseph L. Hooley	Against	
					Elect Director Kaisa H. Hietala	For	
					Elect Director Lawrence W. Kellner	For	
Exxon Mobil Corporation	31-mag-23	Oil, Gas & Consumable Fuels	USA	Annual	Elect Director Michael J. Angelakis	For	
					Elect Director Steven A. Kandarian	For	
					Elect Director Susan K. Avery	Against	Eps DLongRun
					Establish Board Committee on Decarbonization Risk	Against	
					Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	For	
					Publish a Tax Transparency Report	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For	
					Reduce Executive Stock Holding Period	Against	
					Report on Asset Retirement Obligations Under IEA NZE Scenario	For	
					Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*	No voting items	
					Report on Carbon Capture and Storage	For	
					Report on Methane Emission Disclosure Reliability	For	
					Report on Potential Costs of Environmental Litigation	For	
					Report on Social Impact From Plant Closure or Energy Transition	For	
					Amend Article 16.1 of Bylaws Re: Age Limit of Chairman of the Board	For	
					Amend Article 16.6 of Bylaws Re: Minutes of Board Deliberations	For	
					Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Marc de Garidel, Chairman of the Board	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	For	
					Approve Remuneration Policy of CEO and Executive Corporate Officers	For	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
Ipsen SA	31-mag-23	Pharmaceuticals	France	Annual/Special	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	Eps QReturn
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capitalization of Reserves of up to 20 Percent of Issued Share Capital for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Share Capital	For	

					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against	
					Reelect Henri Beaufour as Director	Against	
					Reelect Marc de Garidel as Director	Against	
					Reelect Michele Ollier as Director	Against	
					Renew Appointment of KPMG SA as Auditor	For	
					Approve Compensation of David Loew, CEO	For	
					Appoint Mazars as Auditor	For	
					Approve Allocation of Income and Dividends of EUR 1.90 per Share	For	
					Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	For	
					Approve Compensation of Benoit Coquart, CEO	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairwoman of the Board	For	
					Approve Remuneration Policy of Directors	For	
Legrand SA	31-mag-23	Electrical Equipment	France	Annual/Special	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	Eps QValue
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Clare Scherrer as Director	For	
					Elect Valerie Chort as Director	For	
					Reelect Angeles Garcia-Poveda as Director	Against	
					Reelect Benoit Coquart as Director	For	
					Reelect Isabelle Boccon-Gibod as Director	For	
					Reelect Michel Landel as Director	For	
					Approve Allocation of Income and Dividends of EUR 2.80 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Long Term Incentive Plan for Key Employees	For	
					Approve Remuneration of Supervisory Board Members	For	
					Approve Remuneration Report	For	
					Approve Special Dividends of EUR 2.25 per Share	For	
					Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	Eps QReturn
OMV AG	31-mag-23	Oil, Gas & Consumable Fuels	Austria	Annual	Elect Lutz Feldmann Supervisory Board Member	For	
					Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Revoke June 3, 2022, AGM Resolution Not to Grant Discharge of Management Board Member Rainer Seele for Fiscal Year 2021; Approve Discharge of Management Board Member Rainer Seele for Fiscal Year 2021	Abstain	
					Approve Equity Deferral Plan	For	
					Appoint KPMG S.A. as Auditor	For	
					Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	

					Approve Compensation of Arthur Sadoun, Chairman of the Management Board	For	
					Approve Compensation of Maurice Levy, Chairman of Supervisory Board	For	
					Approve Compensation of Michel-Alain Proch, Management Board Member	For	
					Approve Compensation of Steve King, Management Board Member until September 14, 2022	For	
Publicis Groupe SA	31-mag-23	Media	France	Annual/Special	Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	Eps QValue
					Approve Financial Statements and Statutory Reports	For	
					Approve Remuneration Policy of Chairman of Management Board	For	
					Approve Remuneration Policy of Chairman of Supervisory Board	For	
					Approve Remuneration Policy of Management Board Members	For	
					Approve Remuneration Policy of Supervisory Board Members	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Reelect Antonella Mei-Pochtler as Supervisory Board Member	For	
					Reelect Suzan LeVine as Supervisory Board Member	Against	
					Close Meeting	No voting items	
Royal KPN NV	31-mag-23	Diversified Telecommunication	Netherlands	Extraordinary Shareholders	Elect Marga de Jager to Supervisory Board	For	
					Open Meeting and Announcements	No voting items	Eps QValue
					Opportunity to Make Recommendations	No voting items	
					Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	No voting items	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	
					Authorize Issue of Equity	For	
					Authorize Issue of Equity without Pre-emptive Rights	For	
					Authorize Reissuance of Repurchased Shares	For	
Trane Technologies Plc	01-giu-23	Building Products	Ireland	Annual	Elect Director Ann C. Berzin	For	
					Elect Director April Miller Boise	For	Eps US Equity ESG Index
					Elect Director David S. Regnery	For	
					Elect Director Gary D. Forsee	For	
					Elect Director John A. Hayes	For	
					Elect Director John P. Surma	For	
					Elect Director Kirk E. Arnold	For	
					Elect Director Linda P. Hudson	For	
					Elect Director Mark R. George	For	
					Elect Director Melissa N. Schaeffer	For	
					Elect Director Myles P. Lee	For	
					Adopt Share Retention Policy For Senior Executives	Abstain	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Abstain	
					Amend Omnibus Stock Plan	Against	
					Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	
					Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	Abstain	
					Disclose More Quantitative and Qualitative Information on Algorithmic Systems	Abstain	
					Elect Director Ann Mather	For	

						Elect Director Frances H. Arnold	Against	
						Elect Director John L. Hennessy	Against	
						Elect Director K. Ram Shriram	For	
						Elect Director L. John Doerr	For	
						Elect Director Larry Page	For	
Alphabet Inc.	02-giu-23	Interactive Media & Services	USA	Annual				Eps STEP 30 Megatrend ESG Dicembre 2027 - Edizione 2
						Elect Director R. Martin "Marty" Chavez	For	
						Elect Director Robin L. Washington	For	
						Elect Director Roger W. Ferguson, Jr.	For	
						Elect Director Sergey Brin	For	
						Elect Director Sundar Pichai	For	
						Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Abstain	
						Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For	
						Ratify Ernst & Young LLP as Auditors	For	
						Report on Alignment of YouTube Policies With Online Safety Regulations	Abstain	
						Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For	
						Report on Lobbying Payments and Policy	For	
						Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For	
						Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	
						Report on Content Governance and Censorship	Abstain	
						Amend Article 15 of General Meeting Regulations Re: Constitution, Deliberation and Adoption of Resolutions	For	
						Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, Competences, Shareholders' Rights and Right to Attendance	For	
						Approve Allocation of Income and Dividends	For	
						Approve Consolidated Financial Statements	For	
						Approve Discharge of Board	For	
						Approve Non-Financial Information Statement	For	
Red Electrica Corp. SA	05-giu-23	Electric Utilities	Spain	Annual		Approve Remuneration of Directors	For	Eps QValue
						Approve Remuneration Report	For	
						Approve Standalone Financial Statements	For	
						Authorize Board to Ratify and Execute Approved Resolutions	For	
						Change Company Name and Amend Article 1 Accordingly	For	
						Receive Corporate Governance Report	No voting items	
						Receive Sustainability Plan for FY 2023-2025	No voting items	
						Receive Sustainability Report for FY 2022	No voting items	
						Reelect Jose Juan Ruiz Gomez as Director	For	
						Amend Articles of General Meeting Regulations Re: Proxy, Issuance of Votes Via Telematic Means	For	
						Advisory Vote on Say on Pay Frequency	One Year	
						Advisory Vote to Ratify Named Executive Officers' Compensation	For	
						Elect Director Andrew Witty	For	
						Elect Director F. William McNabb, III	For	
						Elect Director John Noseworthy	For	
						Elect Director Kristen Gil	For	
						Elect Director Michele Hooper	For	
						Elect Director Paul Garcia	For	Eps STEP 30 Megatrend ESG Dicembre 2027
UnitedHealth Group Incorporated	05-giu-23	Health Care Providers & Service:USA		Annual		Elect Director Stephen Hemsley	For	
						Elect Director Timothy Flynn	For	

					Elect Director Valerie Montgomery Rice	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Report on Congruency of Political Spending with Company Values and Priorities	For	
					Report on Third-Party Racial Equity Audit	For	
					Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Qualified Employee Stock Purchase Plan	For	
					Approve Omnibus Stock Plan	For	
					Elect Director Asuka Nakahara	For	
					Elect Director Brian L. Roberts	For	
					Elect Director David C. Novak	For	
					Elect Director Edward D. Breen	For	
					Elect Director Gerald L. Hassell	For	
					Elect Director Jeffrey A. Honickman	Withhold	
					Elect Director Kenneth J. Bacon	Withhold	
					Elect Director Madeline S. Bell	Withhold	Eps DLongRun
					Elect Director Maritza G. Montiel	For	
					Elect Director Thomas J. Baltimore, Jr.	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Report on Climate Risk in Retirement Plan Options	For	
					Report on Congruency of Political Spending with Company Values and Priorities	For	
					Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	
					Report on Risks Related to Operations in China	For	
					Oversee and Report on a Racial Equity Audit	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Approve Omnibus Stock Plan	For	
					Elect as Director Dean I. Schaffer	For	
					Elect as Director Dev Vardhan	For	
					Elect as Director Ellen Rubin	For	
					Elect as Director John H. Stone	For	
					Elect as Director Kirk S. Hachigian	For	
					Elect as Director Lauren B. Peters	For	Eps US Equity ESG Index
					Elect as Director Martin E. Welch, III	For	
					Elect as Director Nicole Parent Haughey	For	
					Elect as Director Steven C. Mizell	For	
					Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	For	
					Renew the Board's Authority to Issue Shares Under Irish Law	For	
					Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	
					Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	For	
					Approve Allocation of Income and Dividends of EUR 2 per Share	For	
					Approve Compensation of Benoit Bazin, CEO	For	
					Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	For	
					Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	For	
					Approve Remuneration Policy of CEO	For	
					Approve Remuneration Policy of Chairman of the Board	For	

Compagnie de Saint-Gobain SA	08-giu-23	Building Products	France	Annual/Special	Approve Remuneration Policy of Directors	For	Eps QValue
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15, 16 and 21	For	
					Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capitalization of Reserves of Up to EUR 103 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 412 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Elect Jana Revedin as Director	For	
					Reelect Dominique Leroy as Director	For	
					Adopt New Articles of Association	For	
Amend Articles of Association Re: Article 4A	For						
CRH Plc	08-giu-23	Construction Materials	Ireland	Special	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	Eps QReturn
					Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	For	
					Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	For	
					Authorise Reissuance of Treasury Shares	For	
CRH Plc	08-giu-23	Construction Materials	Ireland	Court	Approve Scheme of Arrangement	For	Eps QReturn
Regeneron Pharmaceuticals, Inc.	09-giu-23	Biotechnology	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps DLongRun
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Christine A. Poon	Against	
					Elect Director Craig B. Thompson	For	
					Elect Director Huda Y. Zoghbi	For	
					Elect Director Joseph L. Goldstein	Against	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Report on Impact of Extended Patent Exclusivities on Product Access	For	
Best Buy Co., Inc.	14-giu-23	Specialty Retail	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Claudia F. Munce	For	
					Elect Director Corie S. Barry	For	
					Elect Director David W. Kenny	For	
					Elect Director Eugene A. Woods	For	
					Elect Director J. Patrick Doyle	For	
					Elect Director Karen A. McLoughlin	For	
					Elect Director Lisa M. Caputo	For	
					Elect Director Mario J. Marte	For	
					Elect Director Melinda D. Whittington	For	
					Elect Director Richelle P. Parham	For	
					Elect Director Sima D. Sistani	For	
					Elect Director Steven E. Rendle	For	
Ratify Deloitte & Touche LLP as Auditors	For						
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Approve Omnibus Stock Plan	For	
					Elect Director D. James Umpleby, III	For	

Caterpillar Inc.	14-giu-23	Machinery	USA	Annual	Elect Director Daniel M. Dickinson	For	Eps US Equity ESG Index
					Elect Director David L. Calhoun	For	
					Elect Director David W. MacLennan	For	
					Elect Director Debra L. Reed-Klages	For	
					Elect Director Gerald Johnson	For	
					Elect Director James C. Fish, Jr.	For	
					Elect Director Judith F. Marks	For	
					Elect Director Kelly A. Ayotte	Against	
					Elect Director Rayford Wilkins, Jr.	For	
					Elect Director Susan C. Schwab	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Report on Civil Rights and Non-Discrimination Audit	Abstain	
					Report on Climate Lobbying	For	
Target Corporation	14-giu-23	Consumer Staples Distribution & USA	USA	Annual	Report on Due Diligence Process of Doing Business in Conflict Affected Areas	For	Eps US Equity ESG Index
					Report on Lobbying Payments and Policy	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Brian C. Cornell	For	
					Elect Director Christine A. Leahy	For	
					Elect Director David P. Abney	For	
					Elect Director Derica W. Rice	For	
					Elect Director Dmitri L. Stockton	For	
					Elect Director Donald R. Knauss	For	
					Elect Director Douglas M. Baker, Jr.	For	
					Elect Director Gail K. Boudreaux	For	
					Elect Director George S. Barrett	For	
Elect Director Grace Puma	For						
Elect Director Monica C. Lozano	For						
Elect Director Robert L. Edwards	For						
Ratify Ernst & Young LLP as Auditors	For						
Require Independent Board Chair	For						
Brenntag SE	15-giu-23	Trading Companies & Distributo	Germany	Annual	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	Eps QReturn
					Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	
					Approve Discharge of Management Board for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Policy for the Management Board	For	
					Approve Remuneration Policy for the Supervisory Board	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Elect Richard Ridinger to the Supervisory Board	Abstain	
					Elect Sujatha Chandrasekaran to the Supervisory Board	Abstain	
					Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
					Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Abstain	
Ingersoll Rand Inc.	15-giu-23	Machinery	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Gary D. Forsee	For	
					Elect Director Jennifer Hartsock	For	
					Elect Director John Humphrey	For	
					Elect Director Kirk E. Arnold	For	
					Elect Director Marc E. Jones	For	
					Elect Director Mark Stevenson	For	
					Elect Director Michael Stubblefield	For	

					Elect Director Tony L. White	For	
					Elect Director Vicente Reynal	For	
					Elect Director William P. Donnelly	Against	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Advisory Vote on Remuneration Report	Against	
					Approve 2022 Sustainability Report and 2025 Sustainability Plan	For	
					Approve Allocation of Income and Dividends	For	
					Approve Consolidated and Standalone Financial Statements	For	
					Approve Consolidated and Standalone Management Reports	For	
					Approve Discharge of Board	For	
					Approve Non-Financial Information Statement	For	
Acciona SA	19-giu-23	Electric Utilities	Spain	Annual	Authorize Board to Ratify and Execute Approved Resolutions	For	Eps QReturn
					Authorize Company to Call EGM with 15 Days' Notice	For	
					Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against	
					Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Against	
					Elect Maria Salgado Madrinan as Director	For	
					Elect Teresa Sanjurjo Gonzalez as Director	For	
					Fix Number of Directors at 13	For	
					Reelect Jeronimo Marcos Gerard Rivero as Director	For	
					Renew Appointment of KPMG Auditores as Auditor	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Omnibus Stock Plan	For	
					Elect Director Aneel Bhusri	For	
					Elect Director Devin N. Wenig	For	
					Elect Director Jan E. Tighe	For	
					Elect Director Joanne C. Crevoiserat	For	
					Elect Director Jonathan McNeill	For	
					Elect Director Joseph Jimenez	For	
					Elect Director Judith A. Miscik	For	
					Elect Director Linda R. Gooden	For	
					Elect Director Mark A. Tatum	For	
					Elect Director Mary T. Barra	For	
General Motors Company	20-giu-23	Automobiles	USA	Annual			Eps DLongRun
					Elect Director Patricia F. Russo	For	
					Elect Director Thomas M. Schoewe	For	
					Elect Director Wesley G. Bush	For	
					Provide Right to Act by Written Consent	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Report on Risks Related to Operations in China	For	
					Report on Setting Sustainable Sourcing Targets	For	
					Elect Director Denis J. O'Leary	Withhold	
					Elect Director Godfrey R. Sullivan	For	
					Elect Director Johanna Flower	For	
CrowdStrike Holdings, Inc.	21-giu-23	Software	USA	Annual			Eps STEP 30 Megatrend ESG Settembre 2027
					Ratify PricewaterhouseCoopers LLP as Auditors	For	

					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 1.30 Per Share	For	
					Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Jochen Goetz for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Karin Radstroem for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2022	For	
					Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Andrea Seidel (from Nov. 22, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Claudia Peter (until Nov. 22, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Harald Dorn (until Nov. 22, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2022	For	
Daimler Truck Holding AG	21-giu-23	Machinery	Germany	Annual	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2022	For	Eps QReturn
					Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Raymond Curry (from Nov. 22, 2022) for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	For	

					Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2022	For	
					Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2022	For	
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
					Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2024 until the Next AGM	For	
					Ratify KPMG AG as Auditors for Fiscal Year 2023	For	
					Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items	
Rivian Automotive, Inc.	21-giu-23	Automobiles	USA	Annual	Adopt a Comprehensive Human Rights Policy	For	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Karen Boone	Withhold	Eps US Equity ESG Index
					Elect Director Rose Marcario	Withhold	
					Ratify KPMG LLP as Auditors	For	
					Approve Allocation of Income and Dividends of EUR 0.77 per Share	For	
					Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
					Approve Compensation of Aldo Cardoso, Chairman of the Board	For	
					Approve Compensation of Didier Michaud-Daniel, CEO	Against	
					Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	For	
					Approve Compensation Report of Corporate Officers	For	
					Approve Consolidated Financial Statements and Statutory Reports	For	
					Approve Financial Statements and Statutory Reports	For	
					Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	For	
					Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	For	
					Approve Remuneration Policy of CEO since June 22, 2023	Against	
					Approve Remuneration Policy of Chairman of the Board	For	
					Approve Remuneration Policy of Directors	For	
					Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 21-23	For	
Bureau Veritas SA	22-giu-23	Professional Services	France	Annual/Special	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	Eps QReturn
					Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
					Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	For	
					Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
					Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	For	
					Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
					Authorize Filing of Required Documents/Other Formalities	For	
					Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	For	
					Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
					Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	

					Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	For	
					Ratify Appointment of Laurent Mignon as Director	For	
					Reelect Frederic Sanchez as Director	Against	
					Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director A. Brooke Seawell	For	
					Elect Director Aarti Shah	For	
					Elect Director Dawn Hudson	For	
					Elect Director Harvey C. Jones	For	
					Elect Director Jen-Hsun Huang	For	Eps STEP 30
					Elect Director John O. Dabiri	For	Megatrend ESG
					Elect Director Mark A. Stevens	For	Dicembre 2027 -
					Elect Director Mark L. Perry	For	Edizione 2
					Elect Director Michael G. McCaffery	For	
					Elect Director Persis S. Drell	For	
					Elect Director Robert K. Burgess	For	
					Elect Director Stephen C. Neal	Against	
					Elect Director Tench Coxé	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Adopt Financial Statements and Statutory Reports	For	
					Approve Cancellation of Shares	For	
					Approve Discharge of Management Board	For	
					Approve Discharge of Supervisory Board	For	
					Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Abstain	
					Approve QIAGEN N.V. 2023 Stock Plan	For	
					Approve Remuneration Report	For	
					Authorize Repurchase of Shares	For	
					Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	For	
					Grant Supervisory Board Authority to Issue Shares	For	Eps QReturn
					Reappoint KPMG Accountants N.V. as Auditors	For	
					Reelect Elaine Mardis to Supervisory Board	For	
					Reelect Elizabeth E. Tallett to Supervisory Board	Against	
					Reelect Eva Pisa to Supervisory Board	For	
					Reelect Lawrence A. Rosen to Supervisory Board	Against	
					Reelect Metin Colpan to Supervisory Board	Against	
					Reelect Roland Sackers to Management Board	Abstain	
					Reelect Ross L. Levine to Supervisory Board	For	
					Reelect Stephen H. Rusckowski to Supervisory Board	For	
					Reelect Thierry Bernard to Management Board	Abstain	
					Reelect Toralf Haag to Supervisory Board	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Elect Director Alexander J. Denner - Withdrawn	No voting items	
					Elect Director Caroline D. Dorsa	For	
					Elect Director Christopher A. Viehbacher	For	
					Elect Director Eric K. Rowinsky	For	Eps US Equity ESG
					Elect Director Jesus B. Mantas	For	Index
					Elect Director Maria C. Freire	Against	
					Elect Director Richard C. Mulligan- Withdrawn	No voting items	
					Elect Director Stephen A. Sherwin	For	
					Elect Director William A. Hawkins	Against	
					Elect Director William D. Jones- Withdrawn	No voting items	

					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Elect Director Susan K. Langer	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Final Dividend	For	
					Approve Remuneration Report	For	
					Approve Sharesave Plan	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Audit Committee to Fix Remuneration of Auditors	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
Kingfisher plc	27-giu-23	Specialty Retail	United Kingdom	Annual	Authorise UK Political Donations and Expenditure	For	Eps QValue
					Reappoint Deloitte LLP as Auditors	For	
					Re-elect Andrew Cosslett as Director	Against	
					Re-elect Bernard Bot as Director	For	
					Re-elect Bill Lennie as Director	For	
					Re-elect Catherine Bradley as Director	For	
					Re-elect Claudia Arney as Director	For	
					Re-elect Jeff Carr as Director	For	
					Re-elect Rakhi Goss-Custard as Director	For	
					Re-elect Sophie Gasperment as Director	For	
					Re-elect Thierry Garnier as Director	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Abstain	
					Approve Qualified Employee Stock Purchase Plan	For	
					Elect Director Candido Bracher	For	
					Elect Director Choon Phong Goh	For	
					Elect Director Gabrielle Sulzberger	For	
					Elect Director Harit Talwar	For	
					Elect Director Julius Genachowski	For	
					Elect Director Lance Uggla	For	
Mastercard Incorporated	27-giu-23	Financial Services	USA	Annual	Elect Director Merit E. Janow	For	Eps DLongRun
					Elect Director Michael Miebach	For	
					Elect Director Oki Matsumoto	For	
					Elect Director Richard K. Davis	For	
					Elect Director Rima Qureshi	For	
					Elect Director Youngme Moon	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	For	
					Report on Establishing Merchant Category Code for Gun and Ammunition Stores	For	
					Report on Lobbying Payments and Policy	For	
					Report on Overseeing Risks Related to Discrimination	For	
					Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
					Approve Allocation of Income and Dividends of EUR 0.05 per Share	For	
					Approve Discharge of Supervisory Board for Fiscal Year 2022	For	
					Approve Remuneration Report	For	
					Approve Virtual-Only Shareholder Meetings Until 2025	Against	
ProSiebenSat.1 Media SE	30-giu-23	Media	Germany	Annual	Elect Cai-Nicolas Ziegler to the Supervisory Board	For	Eps QReturn
					Elect Katharina Behrends to the Supervisory Board	For	
					Elect Katrin Burkhardt to the Supervisory Board	For	

Elect Thomas Ingelfinger to the Supervisory Board	For
Postpone Discharge of Management Board for Fiscal Year 2022	For
Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for Fiscal Year 2023 and for the Interim Financial Statements Until 2024 AGM	For
Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	No voting items

Società	Data dell'assemblea	Settore	Paese	Tipologia	Proposal Text	Istruzione di voto	Denominazione dei fondi						
AZA SpA	29-nov-23	Multi-Utilities	Italy	Ordinary Shareholders	Amend Remuneration Policy	For	Eps DLongRun, Eps QReturn						
					Elect Mario Gualtieri Francesco Motta as Director	For							
					Approve Long-Term Variable Incentive Plan 2023-2025	For							
Aegon NV	30-set-23	Insurance	Netherlands	Extraordinary Shareholders	Open Meeting	None	Eps DLongRun, Eps QReturn						
					Approve Cross-Border Conversion and Amend Articles of Association	For							
					Elect Mark Ellman as Non-Executive Director	For							
Aegon NV	29-set-23	Insurance	Netherlands	Extraordinary Shareholders	Close Meeting	None	Eps DLongRun, Eps QReturn						
					Other Business (Non-Voting)	None							
					Change Jurisdiction, Nationality and Transfer Registered Office of the Company from Grand Duchy of Luxembourg to Bermuda, Change Company Name from Aegon S.A to Aegon Ltd. and Approve Memorandum of Continuance of the Company	For							
					Elect William Connelly as Non-Executive Director	Against							
					Elect Karen Fawcett as Non-Executive Director	For							
					Elect Jack McGarry as Non-Executive Director	For							
					Elect Caroline Ramsay as Non-Executive Director	For							
					Elect Thomas Wellauer as Non-Executive Director	For							
					Elect Corien Wortmann-Kool as Non-Executive Director	For							
					Elect Dona Young as Non-Executive Director	Against							
					Elect Lard Friese as Executive Director	For							
					Ratify PricewaterhouseCoopers Societe Cooperative, Incorporated as Independent Auditor of Aegon S.A.	For							
					Ratify PricewaterhouseCoopers Accountants N.V as Independent Auditor of Aegon Ltd. for the Financial Year 2023	For							
					Ratify Ernst & Young Accountants LLP as Independent Auditor of Aegon Ltd. for the Financial Year 2024	For							
					Accept Financial Statements and Statutory Reports	For							
Ashtead Group Plc	06-set-23	Professional Services	USA	Annual	Elect Director Peter Bisson	For	Eps QValue						
					Approve Final Dividend	For							
					Approve Remuneration Report	For							
					Authorise Audit Committee to Fix Remuneration of Auditors	For							
					Authorise Issue of Equity	For							
					Authorise Issue of Equity without Pre-emptive Rights	For							
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For							
					Authorise Market Purchase of Ordinary Shares	For							
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For							
					Re-elect Paul Walker as Director	Against							
					Re-elect Brendan Horgan as Director	For							
					Re-elect Michael Pratt as Director	For							
					Re-elect Angus Cockburn as Director	For							
					Re-elect Lucinda Riches as Director	For							
					Re-elect Tanya Fratto as Director	For							
					Re-elect Lindsley Ruth as Director	For							
					Re-elect Jill Easterbrook as Director	For							
					Re-elect Renata Ribeiro as Director	For							
					Appoint PricewaterhouseCoopers LLP as Auditors	For							
					Automatic Data Processing, Inc.	08-nov-23		Professional Services	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
Advisory Vote to Ratify Named Executive Officers' Compensation	For												
Elect Director Linnie M. Haynesworth	For												
Elect Director Thomas J. Lynch	For												
Ratify Deloitte & Touche LLP as Auditors	For												
Elect Director Maria Black	For												
Elect Director David V. Goekeler	For												
Elect Director John P. Jones	For												
Elect Director Francine S. Katsoudas	For												
Elect Director Nazic S. Keene	For												
Elect Director Scott F. Powers	For												
Elect Director William J. Ready	For												
Elect Director Carlos A. Rodriguez	For												
Elect Director Sandra S. Wijnberg	For												
Accept Financial Statements and Statutory Reports	For												
Barratt Developments Plc	18-ott-23	Household Durables	United Kingdom	Annual	Accept Financial Statements and Statutory Reports	For	Eps QValue						
					Approve Final Dividend	For							
					Approve Remuneration Policy	For							
					Approve Remuneration Report	For							
					Authorise Issue of Equity	For							
					Authorise Issue of Equity without Pre-emptive Rights	For							
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For							
					Authorise Market Purchase of Ordinary Shares	For							
					Authorise the Audit Committee to Fix Remuneration of Auditors	For							
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For							
					Authorise UK Political Donations and Expenditure	For							
					Reappoint Deloitte LLP as Auditors	For							
					Elect Caroline Silver as Director	Against							
					Elect Jasi Halai as Director	For							
					Elect Nigel Webb as Director	For							
					Re-elect David Thomas as Director	For							
					Re-elect Steven Boyes as Director	For							
					Re-elect Mike Scott as Director	For							
					Re-elect Katie Bickerstaffe as Director	For							
					Re-elect Jock Lennox as Director	For							
					Re-elect Chris Weston as Director	For							
					Approve Long Term Performance Plan	For							
					Approve Deferred Bonus Plan	For							
					Change Country of Incorporation [Bermuda to Switzerland]	For							
					Barratt Developments Plc	18-ott-23		Household Durables	United Kingdom	Annual	Approve Remuneration Report	For	Eps QValue
											Authorise Issue of Equity	For	
											Authorise Issue of Equity without Pre-emptive Rights	For	
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For												
Authorise Market Purchase of Ordinary Shares	For												
Authorise the Audit Committee to Fix Remuneration of Auditors	For												
Authorise the Company to Call General Meeting with Two Weeks' Notice	For												
Authorise UK Political Donations and Expenditure	For												
Reappoint KPMG LLP as Auditors	For												
Re-elect Michael Dobson as Director	Against												
Re-elect Rachel Downey as Director	For												

Berkeley Group Holdings Plc	08-set-23	Food Products	Bermuda	Extraordinary Shareholders	Re-elect Rob Perrins as Director	For	
					Re-elect Richard Stearn as Director	For	
					Re-elect Andy Kemp as Director	For	
					Re-elect Natasha Adams as Director	For	
					Re-elect William Jackson as Director	For	
					Re-elect Elizabeth Adekunle as Director	For	
Bunge Limited	05-ott-23	Textiles, Apparel & Luxury Goods	USA	Annual	Re-elect Sarah Sands as Director	For	Eps STEP 30 Megatrend ESG Dicembre 2027, Eps STEP 30 Megatrend ESG Dicembre 2027 - Edizione 2, Eps STEP 30 Megatrend ESG Giugno 2027, Eps
					Elect Director Michael F. Devine, III	For	
Deckers Outdoor Corporation	11-set-23	Beverages	United Kingdom	Annual	Adopt New Articles of Association	For	Eps US Equity ESG Index
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Audit Committee to Fix Remuneration of Auditors	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise UK Political Donations and Expenditure	For	
					Reappoint PricewaterhouseCoopers LLP as Auditors	For	
					Re-elect Alan Stewart as Director	For	
					Re-elect Susan Kilsby as Director	For	
					Approve Long Term Incentive Plan	For	
					Elect Debra Crew as Director	For	
Re-elect Javier Ferran as Director	Against						
Diageo Plc	28-set-23	Beverages	United Kingdom	Annual	Re-elect Lavanya Chandrashekar as Director	For	Eps European Equity Large Cap Index
					Re-elect Melissa Bethell as Director	For	
					Re-elect Karen Blackett as Director	For	
					Re-elect Valerie Chapoulaud-Floquet as Director	For	
					Re-elect Sir John Manzoni as Director	For	
					Re-elect Ireena Vittal as Director	For	
					Elect Director Kofi A. Bruce	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Ratify KPMG LLP as Auditors	For	
					Elect Director Rachel A. Gonzalez	For	
					Elect Director Jeffrey T. Huber	For	
					Elect Director Talbott Roche	For	
					Elect Director Richard A. Simonson	For	
Elect Director Luis A. Ubinas	For						
Elect Director Heidi J. Ueberroth	For						
Elect Director Andrew Wilson	For						
Electronic Arts Inc.	10-ago-23	Entertainment	USA	Annual	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Eps US Equity ESG Index
					Elect Director Kelly Baker	For	
					Accept Financial Statements and Statutory Reports	For	
					Adopt New Articles of Association	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Approve Omnibus Stock Plan	For	
					Authorise Board to Fix Remuneration of Auditors	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Elect Director Bill Brundage	For	
					Elect Director Geoff Drabble	For	
					Elect Director Catherine Halligan	For	
Elect Director Brian May	For						
Elect Director James S. Metcalf	For						
Elect Director Kevin Murphy	For						
Elect Director Alan Murray	For						
Elect Director Thomas Schmitt	For						
Elect Director Nadia Shouraboura	For						
Elect Director Suzanne Wood	For						
Reappoint Deloitte LLP as Statutory Auditor	For						
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	For						
Elect Director Lachlan K. Murdoch	Against						
Ferguson Plc	28-nov-23	Trading Companies & Distributors	Jersey	Annual	Change of Corporate Form to a Stock Corporation (AG)	For	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Elect Director Tony Abbott	For	
					Elect Director William A. Burck	For	
					Elect Director Chase Carey	For	
					Elect Director Roland A. Hernandez	For	
					Elect Director Margaret "Peggy" L. Johnson	For	
					Elect Director Paul D. Ryan	Against	
					Elect Shervin Korangy to the Supervisory Board, if Item 1 is Accepted	For	
					Elect Marcus Kuhnert to the Supervisory Board, if Item 1 is Accepted	For	
					Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	For	
					Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	For	
					Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Interim Financial Statements Until 2024 AGM	For	
Elect Director R. Kerry Clark	For						
Fox Corporation	17-nov-23	Health Care Providers & Services	Germany	Extraordinary Shareholders	Elect Director Paul D. Ryan	Against	Eps US Equity ESG Index
					Elect Director Margaret "Peggy" L. Johnson	For	
Fresenius Medical Care AG & Co. KGaA	14-lug-23	Health Care Providers & Services	Germany	Extraordinary Shareholders	Elect Shervin Korangy to the Supervisory Board, if Item 1 is Accepted	For	Eps QValue
					Elect Marcus Kuhnert to the Supervisory Board, if Item 1 is Accepted	For	

General Mills, Inc.	26-set-23	Food Products	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps DLongRun, Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	
					Ratify KPMG LLP as Auditors	For	
					Elect Director C. Kim Goodwin	For	
					Elect Director Jeffrey L. Harmening	For	
					Elect Director Maria G. Henry	For	
					Elect Director Jo Ann Jenkins	For	
					Elect Director Elizabeth C. Lempres	For	
					Elect Director Diane L. Neal	For	
					Elect Director Steve Odland	For	
					Elect Director Maria A. Sastre	For	
					Elect Director Eric D. Sprunk	For	
					Elect Director Jorge A. Uribe	For	
Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against						
Approve Standalone Financial Statements	For						
Industria de Diseno Textil SA	11-lug-23	Building Products	Ireland	Special	Approve Cancellation of the Listing of Ordinary Shares from the Premium Segment of the Official List of the Financial Conduct Authority and Remove Ordinary Shares from Trading on the London Stock Exchange plc's Main Market	Abstain	Eps DLongRun, Eps QEquity, Eps QReturn
					Advisory Vote on Remuneration Report	For	
					Approve Allocation of Income and Dividends	For	
					Approve Consolidated Financial Statements	For	
					Approve Discharge of Board	For	
					Approve Long-Term Incentive Plan	For	
					Approve Non-Financial Information Statement	For	
					Approve Remuneration Policy	For	
					Authorize Board to Ratify and Execute Approved Resolutions	For	
					Authorize Share Repurchase Program	For	
					Receive Amendments to Board of Directors Regulations	None	
					Fix Number of Directors at 10	For	
					Reelect Amancio Ortega Gaona as Director	For	
					Reelect Jose Luis Duran Schulz as Director	For	
Koninklijke Ahold Delhaize NV	05-lug-23	Consumer Staples Distribution & Retail	Netherlands	Extraordinary Shareholders	Close Meeting	None	Eps DLongRun, Eps QEquity, Eps QReturn, Eps QValue
					Open Meeting	None	
					Elect Jolanda Poots-Bijl to Management Board	Abstain	
					Elect Director Sohail U. Ahmed	For	
Lam Research Corporation	07-nov-23	Chemicals	Ireland	Annual	Elect Director Stephen F. Angel	For	Eps DLongRun, Eps US Equity ESG Index
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Abhijit Y. Talwalkar	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Elect Director Bethany J. Mayer	For	
					Elect Director Timothy M. Archer	For	
					Elect Director Eric K. Brandt	For	
					Elect Director Michael R. Cannon	Against	
					Elect Director John M. Dineen	For	
					Elect Director Ho Kyu Kang	For	
					Elect Director Jyoti K. Mehra	For	
					Elect Director Lih Shyng (Rick L.) Tsai	For	
					Elect Director Leslie F. Varon	For	
Linde Plc	24-lug-23	Chemicals	Ireland	Annual	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Eps DLongRun, Eps US Equity ESG Index
					Authorise Board to Fix Remuneration of Auditors	For	
					Ratify PricewaterhouseCoopers as Auditors	For	
					Elect Director Sanjiv Lamba	For	
					Elect Director Ann-Kristin Achleitner	For	
					Elect Director Thomas Enders	For	
					Elect Director Hugh Grant	For	
					Elect Director Joe Kaeser	Against	
					Elect Director Victoria E. Ossadnik	For	
					Elect Director Martin H. Richenhagen	For	
					Elect Director Alberto Weisser	For	
					Elect Director Robert L. Wood	For	
					Reduce Supermajority Vote Requirement	For	
					Mediobanca Banca di Credito Finanziario SpA	28-ott-23	
Approve Allocation of Income	For						
Approve Internal Auditors' Remuneration	For						
Approve Remuneration of Directors	For						
Approve Remuneration Policy	For						
Approve Second Section of the Remuneration Report	For						
Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For						
Fix Number of Directors	For						
Slate 1 Submitted by Management	Against						
Slate 2 Submitted by Institutional Investors (Assogestioni)	For						
Slate 3 Submitted by Institutional Investors (Assogestioni)	For						
Slate 2 Submitted by Delfin Sarl	Against						
Slate 1 Submitted by Delfin Sarl	Against						
Approve Annual Performance Share Scheme	For						
Approve Long-Term Incentive Plan 2023-2026	For						
Approve Employee Share Ownership and Co-Investment Plan 2023-2026	For						
Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 4	For						
Authorize Board to Increase Capital to Service Long-Term Incentive Plan 2023-2026	For						
Authorize Board to Increase Capital to Service Employee Share Ownership Plan 2023-2026	For						
Amend Company Bylaws Re: Article 33	For						
Elect Director Craig Arnold	For						
Epsilon SGR S.p.A.					Elect Director Matthew W. Chapman	For	Eps DLongRun
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	
					Elect Director Andrea J. Goldsmith	For	
					Elect Director Kevin E. Lofton	For	
					Renew the Board's Authority to Issue Shares Under Irish Law	For	
					Elect Director Scott C. Donnelly	For	
					Elect Director Lidia L. Fonseca	For	
					Elect Director Randall J. Hogan, III	For	
					Elect Director Gregory P. Lewis	For	
Elect Director Geoffrey S. Martha	For						

Medtronic plc	19-ott-23	Semiconductors & Semiconductor Equipment	USA	Annual	Elect Director Elizabeth G. Nabel	For	Eps DLongRun
					Elect Director Denise M. O'Leary	For	
					Elect Director Kendall J. Powell	For	
					Approve Employee Stock Purchase Plan	For	
					Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	
					Authorize Overseas Market Purchases of Ordinary Shares	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Qualified Employee Stock Purchase Plan	For	
					Ratify Ernst & Young LLP as Auditors	For	
Microchip Technology Incorporated	22-ago-23	Semiconductors & Semiconductor Equipment	USA	Annual	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	Eps DLongRun
					Elect Director Karlton D. Johnson	For	
					Elect Director Wade F. Meyercord	For	
					Elect Director Ganesh Moorthy	For	
					Elect Director Robert A. Rango	For	
					Elect Director Karen M. Rapp	Against	
					Elect Director Steve Sanghi	For	
					Approve Nonqualified Employee Stock Purchase Plan	For	
					Elect Director Reid G. Hoffman	For	
					Microsoft Corporation	07-dic-23	
Advisory Vote on Say on Pay Frequency	One Year						
Advisory Vote to Ratify Named Executive Officers' Compensation	For						
Elect Director Charles W. Scharf	For						
Elect Director Hugh F. Johnston	For						
Elect Director Satya Nadella	For						
Elect Director Teri L. List	For						
Report on Climate Risk in Retirement Plan Options	For						
Report on Government Take Down Requests	Abstain						
Elect Director Carlos A. Rodriguez	For						
Elect Director Catherine MacGregor	For						
Elect Director Mark A. L. Mason	For						
Elect Director Sandra E. Peterson	For						
Elect Director Penny S. Pritzker	For						
Elect Director John W. Stanton	For						
Elect Director Emma N. Walmsley	For						
Ratify Deloitte and Touche as Auditors	For						
Report on Gender-Based Compensation and Benefits Inequities	For						
Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	For						
Report on Risks of Weapons Development	For						
Publish a Tax Transparency Report	For						
Report on Risks of Operating in Countries with Significant Human Rights Concerns	For						
Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	For						
National Grid Plc	10-lug-23	Metals & Mining	USA	Special	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Eps European Equity Large Cap Index
					Issue Shares in Connection with Transaction	For	
					Approve Final Dividend	For	
					Approve Remuneration Report	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise UK Political Donations and Expenditure	For	
					Reappoint Deloitte LLP as Auditors	For	
					Re-elect Paula Reynolds as Director	Against	
					Re-elect John Pettigrew as Director	For	
					Re-elect Andy Agg as Director	For	
					Re-elect Therese Esperdy as Director	For	
					Re-elect Liz Hewitt as Director	For	
					Re-elect Ian Livingston as Director	For	
					Re-elect Iain Mackay as Director	For	
					Re-elect Anne Robinson as Director	For	
Re-elect Earl Shipp as Director	For						
Re-elect Jonathan Silver as Director	For						
Re-elect Tony Wood as Director	For						
Re-elect Martha Wyrsh as Director	For						
Newmont Corporation	11-ott-23	Oil, Gas & Consumable Fuels	USA	Special	Issue Shares in Connection with the Merger	For	Eps US Equity ESG Index
					Adjourn Meeting	For	
ONEOK, Inc.	21-set-23	Oil, Gas & Consumable Fuels	USA	Special	Increase Authorized Common Stock	For	Eps US Equity ESG Index
					Adjourn Meeting	For	
Oracle Corporation	15-nov-23	Machinery	USA	Annual	Elect Director Lee C. Banks	For	Eps DLongRun
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
					Amend Omnibus Stock Plan	Against	
					Elect Director Charles W. Moorman	Withhold	
					Elect Director Renee J. James	Withhold	
					Elect Director Safra A. Catz	Withhold	
					Ratify Ernst & Young LLP as Auditors	For	
					Require Independent Board Chair	For	
					Report on Median and Adjusted Gender/Racial Pay Gaps	For	
					Elect Director Jeffrey S. Berg	Withhold	
					Elect Director Michael J. Boskin	Withhold	
					Elect Director Bruce R. Chizen	Withhold	
					Elect Director George H. Conrades	Withhold	
					Elect Director Lawrence J. Ellison	Withhold	
					Elect Director Rona A. Fairhead	Withhold	
					Elect Director Jeffrey O. Henley	Withhold	
					Elect Director Leon E. Panetta	Withhold	
					Elect Director William G. Parrett	Withhold	
					Elect Director Naomi O. Seligman	Withhold	
Elect Director Vishal Sikka	Withhold						
Advisory Vote on Say on Pay Frequency	One Year						

Parker-Hannifin Corporation	25-ott-23	Machinery	USA	Annual	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Eps DLongRun
					Amend Qualified Employee Stock Purchase Plan	For	
					Approve Omnibus Stock Plan	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Elect Director Jillian C. Evanko	For	
					Elect Director Denise Russell Fleming	For	
					Elect Director Lance M. Fritz	For	
					Elect Director Linda A. Harty	For	
					Elect Director Kevin A. Lobo	For	
					Elect Director Jennifer A. Parmentier	For	
					Elect Director Joseph Scaminace	For	
					Elect Director Ake Svensson	For	
					Elect Director Laura K. Thompson	For	
					Elect Director James R. Verrier	For	
					Elect Director James L. Wainscott	For	
Prosus NV	23-ago-23	Broadline Retail	Netherlands	Annual	Elect Director Thomas L. Williams	For	Eps European Equity Large Cap Index
					Adopt Financial Statements	For	
					Approve Allocation of Income	For	
					Approve Discharge of Executive Directors	For	
					Approve Discharge of Non-Executive Directors	For	
					Approve Reduction in Share Capital Through Cancellation of Shares	For	
					Authorize Repurchase of Shares	Against	
					Close Meeting	None	
					Ratify Deloitte Accountants B.V. as Auditors	For	
					Receive Annual Report (Non-Voting)	None	
					Approve Remuneration Report	Against	
					Approve Remuneration of Non-Executive Directors	For	
					Reelect Manisha Girotra as Non-Executive Director	For	
					Reelect Rachel Jafta as Non-Executive Director	For	
					Reelect Mark Sorour as Non-Executive Director	For	
Solvay SA	08-dic-23	Chemicals	Belgium	Extraordinary Shareholders	Reelect Ying Xu as Non-Executive Director	For	Eps DLongRun, Eps QEquity, Eps QReturn, Eps QValue
					Amend Articles of Association and Grant Board Authority to Issue Shares	Abstain	
					Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	
					Discuss Voting Results	None	
					Adopt New Articles of Association	For	
					Authorize Reissuance of Repurchased Shares	For	
					Receive Special Board and Auditor Report Re: Demerger Proposal	None	
					Acknowledge Information on Significant Changes in the Assets and Liabilities of the Companies Involved in the Demerger	None	
					Approve Demerger Proposal	For	
					Approve Reduction in Share Capital	For	
					Amend Article 5 to Reflect Changes in Capital	For	
					Receive Special Board Report Re: Article 7:199 Paragraph 2 of the Code of Companies and Associations	None	
					Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	
					Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	
					Authorize Repurchase of Up to 10 Percent of Issued Share Capital and Amend Article 9 Accordingly	For	
Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	For						
Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	For						
Approve Cancellation of Repurchased Shares	For						
Change Date of the 2024 Ordinary Shareholders' Meeting	For						
Approve Change-in-Control Provision: Environmental Liabilities	For						
Approve Change-in-Control Provision related to U.S. Tax Matters	For						
Approve Exceptional Bonus for the CEO	Against						
Acknowledge Resignation of Directors	None						
Elect Thomas Aebischer as Independent Director	For						
Elect Thierry Bonnefous as Director	For						
Elect Yves Bonte as Independent Director	For						
Elect Philippe Kehren as Director	For						
Elect Annette Stube as Independent Director	For						
Elect Melchior de Vogue as Director	For						
Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For						
Elect Director Strauss Zelnick	For						
Take-Two Interactive Software, Inc.	21-set-23	Entertainment	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Amend Omnibus Stock Plan	Against	
					Ratify Ernst & Young LLP as Auditors	For	
					Elect Director Michael Dornemann	For	
					Elect Director J Moses	Against	
					Elect Director Michael Sheresky	For	
					Elect Director LaVerne Srinivasan	For	
					Elect Director Susan Tolson	For	
					Elect Director Paul Viera	For	
					Elect Director Roland Hernandez	For	
					Elect Director William "Bing" Gordon	For	
					Elect Director Ellen Siminoff	For	
					Accept Financial Statements and Statutory Reports	For	
					Approve Final Dividend	For	
Approve Remuneration Policy	For						
Approve Remuneration Report	For						
Authorise Issue of Equity	For						
Authorise Issue of Equity without Pre-emptive Rights	For						
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For						
Authorise Market Purchase of Ordinary Shares	For						
Authorise the Audit Committee to Fix Remuneration of Auditors	For						
Authorise the Company to Call General Meeting with Two Weeks' Notice	For						
Authorise UK Political Donations and Expenditure	For						
Reappoint Ernst & Young LLP as Auditors	For						
Re-elect Gerry Murphy as Director	Against						
Re-elect Nick Hampton as Director	For						
Re-elect Dawn Allen as Director	For						
Re-elect John Cheung as Director	For						
Re-elect Patricia Corsi as Director	For						
Re-elect Isabelle Esser as Director	For						
Re-elect Lars Frederiksen as Director	For						
					Approve Final Dividend	For	Eps QValue
					Approve Remuneration Policy	For	
					Approve Remuneration Report	For	
					Authorise Issue of Equity	For	
					Authorise Issue of Equity without Pre-emptive Rights	For	
					Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
					Authorise Market Purchase of Ordinary Shares	For	
					Authorise the Audit Committee to Fix Remuneration of Auditors	For	
					Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
					Authorise UK Political Donations and Expenditure	For	
					Reappoint Ernst & Young LLP as Auditors	For	
					Re-elect Gerry Murphy as Director	Against	
					Re-elect Nick Hampton as Director	For	
					Re-elect Dawn Allen as Director	For	
					Re-elect John Cheung as Director	For	
Re-elect Patricia Corsi as Director	For						
Re-elect Isabelle Esser as Director	For						
Re-elect Lars Frederiksen as Director	For						

Tate & Lyle Plc	27-lug-23	Food Products	United Kingdom	Annual	Re-elect Kimberly Nelson as Director	For	
					Re-elect Sybella Stanley as Director	For	
					Re-elect Warren Tucker as Director	For	
					Elect Director Mercedes Abramo	For	
The J. M. Smucker Company	16-ago-23	Food Products	USA	Annual	Advisory Vote on Say on Pay Frequency	One Year	Eps US Equity ESG Index
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Dawn C. Willoughby	For	
					Elect Director Jay L. Henderson	For	
					Ratify Ernst & Young LLP as Auditors	For	
					Elect Director Tarang P. Amin	For	
					Elect Director Susan E. Chapman-Hughes	For	
					Elect Director Jonathan E. Johnson, III	For	
					Elect Director Kirk L. Perry	For	
					Elect Director Alex Shumate	For	
					Elect Director Mark T. Smucker	For	
					Elect Director Jodi L. Taylor	For	
UniCredit SpA	27-ott-23	Banks	Italy	Extraordinary Shareholders	Authorize Share Repurchase Program	For	Eps DLongRun, Eps QEquity, Eps QReturn
					Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	
					Amend Company Bylaws	For	
Uniper SE	08-dic-23	Textiles, Apparel & Luxury Goods	USA	Annual	Approve EUR 18.70 Reduction in Share Capital via Redemption of Shares	For	Eps DLongRun, Eps QReturn
					Elect Director Richard T. Carucci	Withhold	
					Approve EUR 5.8 Billion Reduction in Share Capital and Allocation to Capital Reserves	For	
					Approve EUR 7.9 Billion Reduction in Share Capital via 20:1 Reverse Stock Split	For	
VF Corporation	25-lug-23	Pharmaceuticals	USA	Annual	Approve Affiliation Agreement with Uniper Beteteiligungs GmbH	For	Eps DLongRun, Eps US Equity ESG Index
					Elect Director W. Don Cornwell	For	
					Advisory Vote on Say on Pay Frequency	One Year	
					Advisory Vote to Ratify Named Executive Officers' Compensation	For	
					Elect Director Clarence Otis, Jr.	For	
					Ratify PricewaterhouseCoopers LLP as Auditors	For	
					Elect Director Alex Cho	For	
					Elect Director Juliana L. Chugg	For	
					Elect Director Benno Dorer	For	
					Elect Director Mark S. Hoplamazian	For	
					Elect Director Laura W. Lang	For	
					Elect Director W. Rodney McMullen	For	
					Elect Director Carol L. Roberts	For	
					Elect Director Matthew J. Shattock	For	
Viatis Inc.	15-dic-23	Pharmaceuticals	USA	Annual	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Eps DLongRun
					Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	
					Ratify Deloitte & Touche LLP as Auditors	For	
					Elect Director JoEllen Lyons Dillon	Against	
					Elect Director Elisha W. Finney	For	
					Elect Director Leo Groothuis	For	
					Elect Director Melina Higgins	For	
					Elect Director James M. Kilts	For	
					Elect Director Harry A. Korman	For	
					Elect Director Rajiv Malik	For	
					Elect Director Richard A. Mark	For	
					Elect Director Mark W. Parrish	For	
					Elect Director Scott A. Smith	For	
					Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	