

**Bericht über die Ausübung von Stimmrechten 2022  
BfS Nachhaltigkeitsfonds Ertrag**



Liebe Anleger\*innen,

wir freuen uns, Ihnen den Bericht zur Ausübung von Stimmrechten des BfS Nachhaltigkeitsfonds Ertrag zur Verfügung zu stellen. Wir möchten Ihnen damit transparent darstellen, wie Stimmrechte für den Fonds ausgeübt worden sind.

Die Ausübung von Stimmrechten ist rechtlich sehr kompliziert. Deswegen möchten wir Ihnen einige Hinweise geben, die bei der Lektüre des Berichts zu beachten sind.

- Wir, die GLS Investment Management GmbH, eine 100%ige Tochter der GLS Bank, sind Anlageberaterin des Fonds. Rechtliche Eigentümerin und offizielle Fondsmanagerin ist jedoch die Universal Investment Management GmbH ("UI"). Sie hat die Pflicht, die Stimmrechte auszuüben. Welchen Grundsätzen sie folgt, hat sie in eigenen Stimmrechtsleitlinien veröffentlicht: [https://www.universal-investment.com/-/media/Compliance/PDF/UID-German/Mitwirkungspolitik-2/Mitwirkungspolitik/Mitwirkungspolitik\\_UID\\_062020.pdf](https://www.universal-investment.com/-/media/Compliance/PDF/UID-German/Mitwirkungspolitik-2/Mitwirkungspolitik/Mitwirkungspolitik_UID_062020.pdf)

- Wir sind nicht die einzige Kundin der UI. Sie ist rechtliche Eigentümerin sehr vieler Fonds. Da die Ausübung von Stimmrechten einen hohen administrativen Aufwand verursacht, übt die UI nicht selbst die Stimmrechte aus, sondern hat einen Dienstleister damit beauftragt: GLASS LEWIS. Er hat ein eigenes System entwickelt, wie sie die Stimmrechte aller Kund\*innen der UI ausübt.

- Als GLS Investment Management GmbH haben wir rechtlich keinen Einfluss darauf, wie für den Fonds die Stimmrechte ausgeübt werden. Allerdings erhalten wir von der UI einen Datenreport, wie GLASS LEWIS für die Titel im Fonds abgestimmt hat. Es handelt sich dabei um standardisierte Formate, die für alle Kund\*innen gleich aussehen.

- Wir sind uns bewusst, dass die Darstellung der Abstimmungsergebnisse nicht immer einfach nachzuvollziehen ist. Statt Berichte schöner darzustellen, möchten wir uns aber auf unsere Kernaufgabe konzentrieren: die aus unserer Sicht sozial-ökologisch zukunftsweisendsten Titel auszuwählen. Deswegen haben wir uns dazu entschieden, diesen Bericht in der standardisierten Form mit diesen ergänzenden Erläuterungen zu veröffentlichen.

- Für die kommenden Jahre haben wir uns vorgenommen, eine leserfreundlichere Darstellung der Abstimmungsergebnisse zu prüfen.

Wir hoffen, dass Ihnen der Bericht hilft, mehr über das Abstimmungsverhalten des Fonds zu erfahren.

Herzliche Grüße

Ihre GLS Investment Management GmbH

**PALO ALTO NETWORKS INC**

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**ISIN** BRP2ANBDR007  
**Ticker** PANW  
**Country** United States  
**Blocking** No

**Meeting Date** 13-Dec-22  
**Deadline Date** 29-Nov-22  
**Record Date** 14-Oct-22  
**Vote Date** 29-Nov-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Helene D. Gayle	Management	For	For	For
1b.	Elect James J. Goetz	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Amendment to the 2021 Equity Incentive Plan	Management	For	For	For

**ARISE AB**

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**ISIN** SE0002095604

**Ticker**

**Country** Sweden

**Blocking** No

**Meeting Date** 15-Dec-22

**Deadline Date** 01-Dec-22

**Record Date** 07-Dec-22

**Vote Date** 29-Nov-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Adoption of Share-Based Incentives (Warrants Program 2022 II)	Management	For	TNA	N/A
8	Adoption of Share-Based Incentives (Warrants Program 2022 III)	Management	For	TNA	N/A

Vote Note: NEDs may participate in executive plan

**BELLWAY PLC**

<b>ISIN</b>	GB000904986	<b>Meeting Date</b>	16-Dec-22
<b>Ticker</b>		<b>Deadline Date</b>	02-Dec-22
<b>Country</b>	United Kingdom	<b>Record Date</b>	14-Dec-22
<b>Blocking</b>	No	<b>Vote Date</b>	29-Nov-22

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect John Tutte	Management	For	For	For
5	Elect Jason Honeyman	Management	For	For	For
6	Elect Keith Adey	Management	For	For	For
7	Elect Jill Caseberry	Management	For	For	For
8	Elect Ian P. McHoul	Management	For	For	For
9	Elect Sarah Whitney	Management	For	For	For
10	Appointment of Auditor	Management	For	For	For
11	Authority to Set Auditor's Fees	Management	For	For	For
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
15	Authority to Repurchase Shares	Management	For	For	For
16	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

**ASR NEDERLAND NV**

**ISIN** NL0011872643  
**Ticker**  
**Country** Netherlands  
**Blocking** No

**Meeting Date** 17-Jan-23  
**Deadline Date** 03-Jan-23  
**Record Date** 20-Dec-22  
**Vote Date** 10-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.a	Business Combination with Aegon Nederland	Management	For	For	For
2.b.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
2.c.	Authority to Suppress Preemptive Rights	Management	For	For	For
4.b.	Opportunity to Make Recommendations on the Supervisory Board	Management	For	Abstain	Against
4.c.	Elect Daniëlle Jansen Heijtmajer to the Supervisory Board	Management	For	For	For
4.d.	Elect Lard Friese to the Supervisory Board	Management	For	For	For

**ORSTED A/S**

<b>ISIN</b>	DK0060094928	<b>Meeting Date</b>	07-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	21-Feb-23
<b>Country</b>	Denmark	<b>Record Date</b>	28-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	18-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For
5	Allocation of Profits/Dividends	Management	For	For	For
6.1	Board Size	Management	For	For	For
6.2.1	Elect Thomas Thune Andersen as Chair	Management	For	For	For
6.3.1	Elect Lene Skole-Sørensen as Vice Chair	Management	For	For	For
6.4.1	Elect Jørgen Kildahl	Management	For	For	For
6.4.2	Elect Peter Korsholm	Management	For	For	For
6.4.3	Elect Dieter Wemmer	Management	For	For	For
6.4.4	Elect Julia King	Management	For	For	For
6.4.5	Elect Annica Bresky	Management	For	For	For
6.4.6	Elect Andrew R.D. Brown	Management	For	For	For
7	Directors' Fees	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Authorization of Legal Formalities	Management	For	For	For

**GN STORE NORD A.S.**

<b>ISIN</b>	DK0010272632	<b>Meeting Date</b>	15-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	01-Mar-23
<b>Country</b>	Denmark	<b>Record Date</b>	08-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	28-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Remuneration Report	Management	For	Against	Against
	Vote Note: Insufficient disclosure of discretionary adjustments				
6	Directors' Fees	Management	For	For	For
7.1	Elect Jukka Pekka Pertola	Management	For	For	For
7.2	Elect Hélène Barnekow	Management	For	For	For
7.3	Elect Montserrat Maresch Pascual	Management	For	For	For
7.4	Elect Ronica Wang	Management	For	For	For
7.5	Elect Anette Weber	Management	For	For	For
7.6	Elect Klaus Holse	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9.A	Rights Issue	Management	For	For	For
	Vote Note: Potential dilution exceeds recommended threshold				
9.B	Authority to issue Shares w/o Preemptive Rights	Management	For	For	For



9.C	Amendments to Articles	Management	For	For	For
9.D	Authority to Repurchase Shares	Management	For	For	For
9.E	Remuneration Policy	Management	For	For	For

<b>ISIN</b>	DE0005313704	<b>Meeting Date</b>	22-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	08-Mar-23
<b>Country</b>	Germany	<b>Record Date</b>	28-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	05-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts  Vote Note: Lebensläufe für Vorstandsmitglieder nicht vollständig richtlinienkonform (Nationalität fehlt)	Management	For	Abstain	Against
4	Ratification of Supervisory Board Acts  Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Ausschüsse nicht mehrheitlich unabhängig, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands, Keine konkreten Ziele bei der Zusammensetzung des Aufsichtsrats (C1)	Management	For	Against	Against
5	Appointment of Auditor  Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer	Management	For	Against	Against
6.1	Amendments to Articles (Virtual Meetings)  Vote Note: Genehmigungszeitraum mehr als 2 Jahre, keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV	Management	For	Against	Against
6.2	Amendments to Articles (Supervisory Board Participation)  Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund.	Management	For	Abstain	Against
7.1	Amendments to Articles	Management	For	For	For
7.2	Amendments to Articles	Management	For	For	For
7.3	Amendments to Articles	Management	For	For	For
7.4	Amendments to Articles	Management	For	For	For
7.5	Amendments to Articles	Management	For	For	For

7.6	Amendments to Articles	Management	For	For	For
8.1	Elect Karl Lamprecht	Management	For	Against	Against
	Vote Note: Ausschüsse nicht mehrheitlich unabhängig, Kein Kompetenzprofil				
8.2	Elect Tania von der Goltz	Management	For	Against	Against
	Vote Note: Kein Kompetenzprofil				
8.3	Elect Christian Müller	Management	For	Against	Against
	Vote Note: Ausschüsse nicht mehrheitlich unabhängig, Kein Kompetenzprofil				
8.4	Elect Peter Kameritsch	Management	For	Against	Against
	Vote Note: Lebensläufe fehlen oder nicht richtlinienkonform, Kein Kompetenzprofil				
8.5	Elect Isabel De Paoli	Management	For	Against	Against
	Vote Note: Kein Kompetenzprofil				
8.6	Elect Torsten Reitze	Management	For	Against	Against
	Vote Note: Kein Kompetenzprofil				
9	Management Board Remuneration Policy	Management	For	Against	Against
	Vote Note: Die kurzfristige Variable kann die langfristige Variable übersteigen (Abweichung G.6 DCGK), ESG Komponenten können, aber müssen nicht berücksichtigt werden (Kein ESG im LTI), LTI teilweise abhängig von STI, Keine Shareownership Guidelines, Kein Vergleich der Vorstandsvergütung zur Vergütung des oberen Führungskreises und der Belegschaft (Abweichung G.4 DCGK), Mehrere Abweichungen zum DCGK (G.4,6,8,10,12,13)				
10	Remuneration Report	Management	For	Against	Against
	Vote Note: Die kurzfristige Variable kann die langfristige Variable übersteigen (Abweichung G.6 DCGK), ESG Komponenten kamen in abgelaufenen GJ nicht zur Anwendung, Kein ESG im LTI, LTI teilweise abhängig von STI, Keine Shareownership Guidelines, Kein Vergleich der Vorstandsvergütung zur Vergütung des oberen Führungskreises und der Belegschaft (Abweichung G.4 DCGK), Angaben zum Grad der Zielerreichung der einzelnen Leistungskriterien nicht vorhanden, Mehrere Abweichungen zum DCGK (G.4,6,8,10,12,13)				

<b>ISIN</b>	CH0008742519	<b>Meeting Date</b>	28-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	14-Mar-23
<b>Country</b>	Switzerland	<b>Record Date</b>	23-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	23-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Compensation Report	Management	For	TNA	N/A
	Vote Note: Lacks long-term incentive plan; Poor overall compensation disclosure				
2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	TNA	N/A
4.1	Elect Roland Abt	Management	For	TNA	N/A
4.2	Elect Monique Bourquin	Management	For	TNA	N/A
4.3	Elect Alain Carrupt	Management	For	TNA	N/A
4.4	Elect Guus Dekkers	Management	For	TNA	N/A
4.5	Elect Frank Esser	Management	For	TNA	N/A
4.6	Elect Sandra Lathion-Zweifel	Management	For	TNA	N/A
4.7	Elect Anna Mossberg	Management	For	TNA	N/A
4.8	Elect Michael Rechsteiner	Management	For	TNA	N/A
4.9	Appoint Michael Rechsteiner as Board Chair	Management	For	TNA	N/A
5.1	Elect Roland Abt as Compensation Committee Member	Management	For	TNA	N/A
5.2	Elect Monique Bourquin as Compensation Committee Member	Management	For	TNA	N/A

5.3	Elect Frank Esser as Compensation Committee Member	Management	For	TNA	N/A
5.4	Elect Michael Rechsteiner as Compensation Committee Member	Management	For	TNA	N/A
6.1	Board Compensation	Management	For	TNA	N/A
6.2	Executive Compensation (FY2023)	Management	For	TNA	N/A
6.3	Executive Compensation (FY2024)	Management	For	TNA	N/A
7	Appointment of Independent Proxy	Management	For	TNA	N/A
8	Appointment of Auditor	Management	For	TNA	N/A
9.1	Amendments to Articles (Sustainability)	Management	For	TNA	N/A
9.2	Amendments to Articles (Share Capital and Shares)	Management	For	TNA	N/A
9.3	Amendments to Articles (General Meeting)	Management	For	TNA	N/A
9.4	Amendments to Articles (Special Quorums for Resolutions)	Management	For	TNA	N/A
9.5	Amendments to Articles (Board of Directors and Executive Board)	Management	For	TNA	N/A
9.6	Amendments to Articles (Miscellaneous)	Management	For	TNA	N/A

**TRYG AS**

<b>ISIN</b>	DK0060636678	<b>Meeting Date</b>	30-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	16-Mar-23
<b>Country</b>	Denmark	<b>Record Date</b>	23-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	13-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.A	Accounts and Reports	Management	For	For	For
2.B	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5	Directors' Fees	Management	For	For	For
6.A	Authority to Reduce Share Capital	Management	For	For	For
6.B	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
6.C	Authority to Repurchase Shares	Management	For	For	For
6.D	Remuneration Policy	Management	For	For	For
7.1	Elect Jukka Pertola	Management	For	For	For
7.2	Elect Mari Thjemøe	Management	For	For	For
7.3	Elect Carl-Viggo Østlund	Management	For	For	For
7.4	Elect Mengmeng Du	Management	For	For	For
7.5	Elect Thomas Hofman-Bang	Management	For	For	For
7.6	Elect Steffen Kragh	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Authorization of Legal Formalities	Management	For	For	For

**EDP RENOVAVEIS S.A.**

<b>ISIN</b>	ES0127797019	<b>Meeting Date</b>	04-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	21-Mar-23
<b>Country</b>	Spain	<b>Record Date</b>	28-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	15-Mar-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Capitalisation of Reserves for Scrip Dividend	Management	For	For	For
4	Management Report; Corporate Governance Report; Remuneration Report	Management	For	For	For
5	Report on Non-Financial Information	Management	For	For	For
6	Ratification of Board Acts	Management	For	For	For
7	Ratify Co-Option of Cynthia Kay McCall	Management	For	For	For
8.a	Related Party Transactions (EDP Renováveis SA and EDP Energias de Portugal, SA)	Management	For	For	For
8.b	Authorisation of Legal Formalities (Related Party Transactions)	Management	For	For	For
9	Amendment to Remuneration Policy	Management	For	For	For
10.a	Amendments to Articles (Environmental, Social and Corporate Governance Committee)	Management	For	For	For
10.b	Amendments to Articles (Updated References)	Management	For	For	For
11	Authorisation of Legal Formalities	Management	For	For	For

**STRAUMANN HOLDING AG**

<b>ISIN</b>	CH1175448666	<b>Meeting Date</b>	05-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	22-Mar-23
<b>Country</b>	Switzerland	<b>Record Date</b>	27-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Compensation Report	Management	For	TNA	N/A
2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	TNA	N/A
4	Board Compensation	Management	For	TNA	N/A
5.1	Executive Compensation (Fixed)	Management	For	TNA	N/A
5.2	Executive Compensation (Long-Term)	Management	For	TNA	N/A
5.3	Executive Compensation (Short-Term)	Management	For	TNA	N/A
6.1	Elect Gilbert Achermann as Board Chair	Management	For	TNA	N/A
6.2	Elect Marco Gadola	Management	For	TNA	N/A
6.3	Elect Juan-José Gonzalez	Management	For	TNA	N/A
6.4	Elect Petra Rumpf	Management	For	TNA	N/A
6.5	Elect Thomas Straumann	Management	For	TNA	N/A
6.6	Elect Nadia Tarolli Schmidt	Management	For	TNA	N/A
6.7	Elect Regula Wallimann	Management	For	TNA	N/A
6.8	Elect Olivier A. Filliol	Management	For	TNA	N/A



7.1	Elect Marco Gadola as Nominating and Compensation Committee Member	Management	For	TNA	N/A
7.2	Elect Nadia Tarolli Schmidt as Nominating and Compensation Committee Member	Management	For	TNA	N/A
7.3	Elect Regula Wallmann as Nominating and Compensation Committee Member	Management	For	TNA	N/A
8	Appointment of Independent Proxy	Management	For	TNA	N/A
9	Appointment of Auditor	Management	For	TNA	N/A
10.1	Amendments to Articles (Corporate Purpose)	Management	For	TNA	N/A
10.2	Amendments to Articles (Legal Amendments)	Management	For	TNA	N/A
10.3	Amendments to Articles (Virtual General Meeting)	Management	For	TNA	N/A
10.4	Amendments to Articles (Shareholder Rights)	Management	For	TNA	N/A
10.5	Amendments to Articles (Executive Compensation and Mandates)	Management	For	TNA	N/A
10.6	Amendments to Articles (Editorial Amendments)	Management	For	TNA	N/A

**DEUTSCHE TELEKOM AG**

**ISIN** DE0005557508

**Ticker**

**Country** Germany

**Blocking** No

**Meeting Date** 05-Apr-23

**Deadline Date** 22-Mar-23

**Record Date** 31-Mar-23

**Vote Date** 19-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Vorsitzender des Prüfungsausschusses ist nicht unabhängig, Ausschüsse nicht mehrheitlich unabhängig				
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Harald Krüger	Management	For	For	For
6.2	Elect Reinhard Ploss	Management	For	For	For
6.3	Elect Margret Suckale	Management	For	For	For
7	Amendments to Articles (Virtual General Meetings)	Management	For	Abstain	Against
	Vote Note: Keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				
8	Remuneration Report	Management	For	Abstain	Against
	Vote Note: Es besteht teilweise eine Bindung an die Dividende bei der langfristige variable Vergütung, Anstieg der Grundvergütung über 10% bei einigen Vorstandsmitgliedern ohne nähere Erläuterung.				

<b>ISIN</b>	FI0009007884	<b>Meeting Date</b>	05-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	22-Mar-23
<b>Country</b>	Finland	<b>Record Date</b>	24-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	20-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	REMUNERATION REPORT	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Amendments to Articles	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

**ISIN** NL0012817175

**Ticker**

**Country** Netherlands

**Blocking** No

**Meeting Date** 06-Apr-23

**Deadline Date** 23-Mar-23

**Record Date** 09-Mar-23

**Vote Date** 20-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.b.	Remuneration Report	Management	For	For	For
2.c.	Accounts and Reports	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Supervisory Board Remuneration Policy	Management	For	For	For
7.a.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
7.b.	Authority to Repurchase Shares	Management	For	For	For
8.	Appointment of Auditor	Management	For	For	For

**VESTAS WIND SYSTEMS AS**

<b>ISIN</b>	DK0061539921	<b>Meeting Date</b>	12-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	29-Mar-23
<b>Country</b>	Denmark	<b>Record Date</b>	05-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	26-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5	Directors' Fees	Management	For	For	For
6.A	Elect Anders Runevad	Management	For	For	For
6.B	Elect Bruce Grant	Management	For	For	For
6.C	Elect Eva Merete Søfelde Berneke	Management	For	For	For
6.D	Elect Helle Thorning-Schmidt	Management	For	For	For
6.E	Elect Karl-Henrik Sundström	Management	For	For	For
6.F	Elect Kentaro Hosomi	Management	For	For	For
6.G	Elect Lena Olving	Management	For	For	For
7	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
8.1	Authority to Repurchase Shares	Management	For	For	For
9	Authorization of Legal Formalities	Management	For	For	For

**STOREBRAND ASA**

<b>ISIN</b>	NO0003053605	<b>Meeting Date</b>	13-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	30-Mar-23
<b>Country</b>	Norway	<b>Record Date</b>	03-Apr-23
<b>Blocking</b>	Yes	<b>Vote Date</b>	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Agenda	Management	For	TNA	N/A
4	Minutes	Management	For	TNA	N/A
6	Accounts and Reports; Allocation of Profits and Dividends	Management	For	TNA	N/A
7	Corporate Governance Report	Management	For	TNA	N/A
8	Remuneration Report	Management	For	TNA	N/A
9	Remuneration Policy	Management	For	TNA	N/A
10	Reduce share capital	Management	For	TNA	N/A
11	Amendments to Articles	Management	For	TNA	N/A
12.1	Authority to Repurchase Shares	Management	For	TNA	N/A
12.2	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
12.3	Authority to Raise subordinated loan capital	Management	For	TNA	N/A
13.1	Elect Didrik Munch	Management	For	TNA	N/A
13.2	Elect Christel Elise Borge	Management	For	TNA	N/A
13.3	Elect Karin Bing Orgland	Management	For	TNA	N/A
13.4	Elect Marianne Bergmann Røren	Management	For	TNA	N/A

13.5	Elect Jarle Roth	Management	For	TNA	N/A
13.6	Elect Martin Skancke	Management	For	TNA	N/A
13.7	Elect Fredrik Åtting	Management	For	TNA	N/A
13.8	Elect Didrik Munch as Chair	Management	For	TNA	N/A
14.1	Elect Nils Bastiansen to the Nomination Committee	Management	For	TNA	N/A
14.2	Elect Anders Gaarud to the Nomination Committee	Management	For	TNA	N/A
14.3	Elect Liv Monica Stubholt to the Nomination Committee	Management	For	TNA	N/A
14.4	Elect Lars Jansen Viste to the Nomination Committee	Management	For	TNA	N/A
14.5	Elect Nils Bastiansen as Chair of the Nomination Committee	Management	For	TNA	N/A
15.1	Directors' Fees	Management	For	TNA	N/A
15.2	Board Committee Fees	Management	For	TNA	N/A
15.3	Nomination Committee Fees	Management	For	TNA	N/A
16	Authority to Set Auditor's Fees	Management	For	TNA	N/A

**BORREGAARD ASA**

**ISIN** NO0010657505  
**Ticker**  
**Country** Norway  
**Blocking** Yes

**Meeting Date** 18-Apr-23  
**Deadline Date** 04-Apr-23  
**Record Date** 17-Apr-23  
**Vote Date**

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Agenda; Election of Presiding Chair; Minutes	Management	For	TNA	N/A
2	Accounts and Reports; Allocation of Profits and Dividends	Management	For	TNA	N/A
3	Remuneration Report	Management	For	TNA	N/A
4	Remuneration Policy	Management	For	TNA	N/A
6.1	Authority to Repurchase Shares Pursuant to Incentive Programs	Management	For	TNA	N/A
6.2	Authority to Repurchase Shares for Amortisation	Management	For	TNA	N/A
7.1	Elect Helge Aasen	Management	For	TNA	N/A
7.2	Elect Terje Andersen	Management	For	TNA	N/A
7.3	Elect Tove Andersen	Management	For	TNA	N/A
7.4	Elect Margrethe Hauge	Management	For	TNA	N/A
7.5	Elect John Arne Ulvan	Management	For	TNA	N/A
7.B	Elect Helge Aasen as Chair	Management	For	TNA	N/A
8.1	Elect Mimi K. Berdal	Management	For	TNA	N/A
8.2	Elect Erik Must	Management	For	TNA	N/A
8.3	Elect Rune Selmar	Management	For	TNA	N/A
8.4	Elect Atle Hauge	Management	For	TNA	N/A



8B	Elect Mimi K. Berdal as Chair	Management	For	TNA	N/A
9	Directors' Fees	Management	For	TNA	N/A
10	Nomination Committee Fees	Management	For	TNA	N/A
11	Authority to Set Auditor's Fees	Management	For	TNA	N/A

**INFRASTRUCTURE WIRELESS ITALIANA S.P.A.**

<b>ISIN</b>	IT0005090300	<b>Meeting Date</b>	18-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	04-Apr-23
<b>Country</b>	Italy	<b>Record Date</b>	05-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	01-Apr-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Profits/Dividends	Management	For	For	For
0030	Remuneration Policy	Management	For	For	For
0040	Remuneration Report	Management	For	Against	Against
	Vote Note: Excessive termination payment				
0050	2023-2027 Long-Term Incentive Plan	Management	For	For	For
0060	Employee Share Ownership Plan	Management	For	For	For
0070	Authority to Repurchase and Reissue Shares	Management	For	For	For
0080	Increase in Auditor's Fees	Management	For	For	For
0090	Cancellation of Shares	Management	For	For	For

**PERKINELMER, INC.**

<b>ISIN</b>	US7140461093	<b>Meeting Date</b>	25-Apr-23
<b>Ticker</b>	PKI	<b>Deadline Date</b>	11-Apr-23
<b>Country</b>	United States	<b>Record Date</b>	27-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Peter Barrett	Management	For	For	For
1b.	Elect Samuel R. Chapin	Management	For	For	For
1c.	Elect Sylvie Grégoire	Management	For	For	For
1d.	Elect Michelle McMurry-Heath	Management	For	For	For
1e.	Elect Alexis P. Michas	Management	For	For	For
1f.	Elect Pralad R. Singh	Management	For	For	For
1g.	Elect Michel Vounatsos	Management	For	For	For
1h.	Elect Frank Witney	Management	For	For	For
1i.	Elect Pascale Witz	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Company Name Change	Management	For	For	For

**ERG EOLICA CAMPANIA S.P.A**

<b>ISIN</b>	IT0001157020	<b>Meeting Date</b>	26-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	14-Apr-23
<b>Country</b>	Italy	<b>Record Date</b>	17-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	20-Apr-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Profits/Dividends	Management	For	For	For
0030	Elect Renato Pizzolla	Management	For	For	For
0040	Elect Monica Mannino as Effective Statutory Auditor	Management	For	For	For
0060	Directors' Fees	Management	For	For	For
0070	Audit and Sustainability Committee's Fees	Management	For	For	For
0080	Remuneration and Nominating Committee's Fees	Management	For	For	For
0090	Authority to Repurchase and Reissue Shares	Management	For	For	For
0100	Remuneration Policy	Management	For	For	For
0110	Remuneration Report	Management	For	For	For

**ASML HOLDING NV**

<b>ISIN</b>	NL0010273215	<b>Meeting Date</b>	26-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	12-Apr-23
<b>Country</b>	Netherlands	<b>Record Date</b>	29-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
3.d.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	For
6.a.	Supervisory Board Remuneration Policy	Management	For	For	For
6.b.	Supervisory Board Fees	Management	For	For	For
8.a.	Elect Nils Andersen to the Supervisory Board	Management	For	Against	Against
Vote Note: Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
8.b.	Elect Jack P. de Kreijl to the Supervisory Board	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For
10.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
10.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
11.	Authority to Repurchase Shares	Management	For	For	For
12.	Cancellation of Shares	Management	For	For	For

**EUROFINS SCIENTIFIC S.E.**

<b>ISIN</b>	FR0014000MR3	<b>Meeting Date</b>	27-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	13-Apr-23
<b>Country</b>	Luxembourg	<b>Record Date</b>	13-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	08-Apr-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1	Board Report	Management	For	For	For
2	Special Board Report on Authorised Share Capital	Management	For	For	For
3	Auditor Report	Management	For	For	For
4	Consolidated Accounts and Reports	Management	For	For	For
5	Accounts and Reports	Management	For	For	For
6	Allocation of Dividends	Management	For	For	For
7	Ratification of Board Acts	Management	For	For	For
8	Ratification of Auditor's Acts	Management	For	For	For
9	Remuneration Policy	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Elect Ivo Rauh to the Board of Directors	Management	For	For	For
12	Elect Fereshteh Pouchantchi to the Board of Directors	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Directors' Fees	Management	For	For	For
15	Report on Share Buy-Back Programme	Management	For	For	For
16	Authorisation of Legal Formalities	Management	For	For	For

**HIKMA PHARMACEUTICALS PLC**

<b>ISIN</b>	GB00B0LCW083	<b>Meeting Date</b>	28-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	16-Apr-23
<b>Country</b>	United Kingdom	<b>Record Date</b>	26-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	13-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For
5	Elect Laura Balan	Management	For	For	For
6	Elect Victoria Hull	Management	For	For	For
7	Elect Deneen Vojta	Management	For	For	For
8	Elect Said Darwazah	Management	For	For	For
9	Elect Mazen Darwazah	Management	For	For	For
10	Elect Patrick Butler	Management	For	For	For
11	Elect Ali Al-Husry	Management	For	For	For
12	Elect John Castellani	Management	For	For	For
13	Elect Nina Henderson	Management	For	For	For
14	Elect Cynthia Flowers	Management	For	For	For
15	Elect Douglas Hurt	Management	For	For	For
16	Remuneration Report	Management	For	For	For

17	Remuneration Policy	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Long Term Incentive Plan	Management	For	For	For
20	Deferred Bonus Plan	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
23	Authority to Repurchase Shares	Management	For	For	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For



**ZURN ELKAY WATER SOLUTIONS CORP**

**ISIN** US98983L1089  
**Ticker** ZWS  
**Country** United States  
**Blocking** No

**Meeting Date** 04-May-23  
**Deadline Date** 22-Apr-23  
**Record Date** 06-Mar-23  
**Vote Date** 19-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Thomas D. Christopoul	Management	For	For	For
1.2	Elect Emma M. McTague	Management	For	For	For
1.3	Elect Peggy N. Troy	Management	For	Withhold	Against
	Vote Note: Does not disclose EE01 reporting.				
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
3.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				

**BCE INC**

**ISIN** CA05534B1094  
**Ticker** BCE  
**Country** Canada  
**Blocking** No

**Meeting Date** 04-May-23  
**Deadline Date** 22-Apr-23  
**Record Date** 13-Mar-23  
**Vote Date** 19-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Mirko Bibic	Management	For	For	For
1B	Elect David F. Denison	Management	For	For	For
1C	Elect Robert P. Dexter	Management	For	For	For
1D	Elect Katherine Lee	Management	For	For	For
1E	Elect Monique F. Leroux	Management	For	For	For
1F	Elect Sheila A. Murray	Management	For	For	For
1G	Elect Gordon M. Nixon	Management	For	For	For
1H	Elect Louis P. Pagnutti	Management	For	For	For
1I	Elect Calin Rovinescu	Management	For	For	For
1J	Elect Karen Sheriff	Management	For	For	For
1K	Elect Robert C. Simmonds	Management	For	For	For
1L	Elect Jennifer Tory	Management	For	For	For
1M	Elect Louis Vachon	Management	For	For	For
1N	Elect Cornell Wright	Management	For	For	For
2	Appointment of Auditor	Management	For	Withhold	Against
	Vote Note: Excessive Auditor Tenure.				
3	Advisory Vote on Executive Compensation	Management	For	For	For

**DEUTSCHE POST AG**

<b>ISIN</b>	DE0005552004	<b>Meeting Date</b>	04-May-23
<b>Ticker</b>		<b>Deadline Date</b>	22-Apr-23
<b>Country</b>	Germany	<b>Record Date</b>	28-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	15-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Vorsitzender des Prüfungsausschusses ist nicht unabhängig				
5.1	Elect Katrin Suder	Management	For	For	For
5.2	Elect Mario Daberkow	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				
8	Remuneration Report	Management	For	For	For
9.1	Amendments to Articles (Location)	Management	For	For	For
9.2	Amendments to Articles (Virtual General Meeting)	Management	For	Abstain	Against
	Vote Note: keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				
9.3	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For	Abstain	Against
	Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund				

**ISIN** SE0002095604

**Ticker**

**Country** Sweden

**Blocking** No

**Meeting Date** 04-May-23

**Deadline Date** 22-Apr-23

**Record Date** 25-Apr-23

**Vote Date**

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Opening of Meeting	Management	For	TNA	N/A
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Voting List	Management	For	TNA	N/A
4	Agenda	Management	For	TNA	N/A
5	Minutes	Management	For	TNA	N/A
9	Accounts and Reports	Management	For	TNA	N/A
10	Allocation of Profits/Dividends	Management	For	TNA	N/A
11	Ratification of Board and CEO Acts	Management	For	TNA	N/A
12	Board Size; Number of Auditors	Management	For	TNA	N/A
13	Directors and Auditors' Fees	Management	For	TNA	N/A
14	Election of Directors; Appointment of Auditor	Management	For	TNA	N/A
15	Approval of Nomination Committee Guidelines	Management	For	TNA	N/A
16	Remuneration Report	Management	For	TNA	N/A
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
18	Authority to Repurchase Shares	Management	For	TNA	N/A
19	Issuance of Treasury Shares	Management	For	TNA	N/A

<b>ISIN</b>	GB00B1CRLC47	<b>Meeting Date</b>	04-May-23
<b>Ticker</b>		<b>Deadline Date</b>	22-Apr-23
<b>Country</b>	United Kingdom	<b>Record Date</b>	02-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	19-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Policy	Management	For	For	For
3	Remuneration Report	Management	For	Against	Against
	Vote Note: STI safety component payout				
4	Final Dividend	Management	For	For	For
5	Elect Anke Groth	Management	For	For	For
6	Elect Sakumzi (Saki) J. Macozoma	Management	For	For	For
7	Elect Svein Richard Brandtzaeg	Management	For	For	For
8	Elect Susan M. Clark	Management	For	For	For
9	Elect Andrew King	Management	For	For	For
10	Elect Michael Powell	Management	For	For	For
11	Elect Dominique Reiniche	Management	For	For	For
12	Elect Angela Strank	Management	For	For	For
13	Elect Philip Yea	Management	For	For	For
14	Elect Stephen Young	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For

16	Authority to Set Auditor's Fees	Management	For	For	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

**ISIN** DE000KBX1006

**Ticker**

**Country** Germany

**Blocking** No

**Meeting Date** 05-May-23

**Deadline Date** 23-Apr-23

**Record Date** 13-Apr-23

**Vote Date** 20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: sehr knappe und/ oder noch nicht aktualisiert verfügbare Nachhaltigkeitsberichterstattung, Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Transparenzverschlechterung im Vergleich zum Vorjahr				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Kein Clawback (& Abweichung G.11)				
7	Amendments to Articles (Virtual Meetings)	Management	For	Abstain	Against
	Vote Note: keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				
8	Increase in Authorised Capital	Management	For	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	Against	Against
	Vote Note: Genussrechte eingeschlossen				
10	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				
11	Approval of Intra-Company Control Agreement with Knorr-Bremse Systeme für Nutzfahrzeuge GmbH	Management	For	For	For

**ISIN** DE000WAF3001

**Ticker**

**Country** Germany

**Blocking** No

**Meeting Date** 05-May-23

**Deadline Date** 23-Apr-23

**Record Date** 28-Apr-23

**Vote Date** 20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Ausschüsse nicht mehrheitlich unabhängig				
5	Appointment of Auditor	Management	For	For	For
6	Management Board Remuneration Policy	Management	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For
8	Remuneration Report	Management	For	For	For
9.1	Elect Hermann Gerlinger	Management	For	Against	Against
	Vote Note: Vorsitz des Vergütungsausschusses nicht unabhängig				
9.2	Elect Jos P. H. Benschop	Management	For	For	For
9.3	Elect Sieglinde Feist	Management	For	Against	Against
	Vote Note: Ausschüsse nicht mehrheitlich unabhängig				
9.4	Elect Michael Hankel	Management	For	For	For
9.5	Elect Mariella Röhm-Kottmann	Management	For	For	For
9.6	Elect Tobias Ohler	Management	For	Against	Against



Vote Note: Ausschüsse nicht mehrheitlich unabhängig

10	Amendments to Articles (Virtual AGM)	Management	For	For	For
11	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For	Abstain	Against

Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund

**POSTE ITALIANE S.P.A**

<b>ISIN</b>	IT0003796171	<b>Meeting Date</b>	08-May-23
<b>Ticker</b>		<b>Deadline Date</b>	26-Apr-23
<b>Country</b>	Italy	<b>Record Date</b>	26-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	24-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Profits/Dividends	Management	For	For	For
0030	Board Size	Management	For	For	For
0040	Board Term Length	Management	For	For	For
005A	List Presented by Ministry of Economy and Finance	Management			N/A
005B	List Presented by Group of Institutional Investors Representing 1.05% of Share Capital	Management		For	N/A
0060	Elect Silvia Maria Rovere as Chair	Management	For	For	For
0070	Directors' Fees	Management	For	For	For
0080	Remuneration Policy	Management	For	For	For
0090	Remuneration Report	Management	For	For	For
0100	Adoption of Equity Incentive Plans; Amendments to Deliver 2022 Long-Term Incentive Plan	Management	For	For	For
0110	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For	For	For

**INNERGEX RENEWABLE ENERGY INC**

<b>ISIN</b>	CA45790B1040	<b>Meeting Date</b>	09-May-23
<b>Ticker</b>	INGXF	<b>Deadline Date</b>	27-Apr-23
<b>Country</b>	Canada	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	24-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Daniel L. Lafrance	Management	For	Against	Against
Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
1B	Elect Pierre G. Brodeur	Management	For	For	For
1C	Elect Radha D. Curpen	Management	For	For	For
1D	Elect Nathalie Francisci	Management	For	For	For
1E	Elect Richard Gagnon	Management	For	For	For
1F	Elect Michel Letellier	Management	For	For	For
1G	Elect Monique Mercier	Management	For	For	For
1H	Elect Ouma Sanankone	Management	For	For	For
1I	Elect Louis Veci	Management	For	For	For
2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
3	Stated Capital Reduction	Management	For	For	For
4	Advisory Vote on Executive Compensation	Management	For	For	For

**PENTAIR PLC**

<b>ISIN</b>	IE00BLS09M33	<b>Meeting Date</b>	09-May-23
<b>Ticker</b>		<b>Deadline Date</b>	27-Apr-23
<b>Country</b>	Ireland	<b>Record Date</b>	10-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.A	Elect Mona Abutaleb Stephenson	Management	For	For	For
1.B	Elect Melissa Barra	Management	For	For	For
1.C	Elect T. Michael Glenn	Management	For	For	For
1.D	Elect Theodore L. Harris	Management	For	For	For
1.E	Elect David A. Jones	Management	For	Against	Against
	Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.				
1.F	Elect Gregory E. Knight	Management	For	For	For
1.G	Elect Michael T. Speetzen	Management	For	For	For
1.H	Elect John L. Stauch	Management	For	For	For
1.I	Elect Billie I. Williamson	Management	For	Against	Against
	Vote Note: Does not disclose EE01 reporting.				
2	Advisory Vote on Executive Compensation	Management	For	For	For
3.1	Frequency of Advisory Vote on Executive Compensation: Please Vote on This Resolution to Approve 1 Year	Management	For	For	For
3.2	Frequency of Advisory Vote on Executive Compensation: Please Vote on This Resolution to Approve 2 Years	Management	Do Not Vote		N/A
3.3	Frequency of Advisory Vote on Executive Compensation: Please Vote on This Resolution to Approve 3 Years	Management	Do Not Vote		N/A
3.4	Frequency of Advisory Vote on Executive Compensation: Please Vote on This Resolution to Approve Abstain	Management	Do Not Vote		N/A

4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
5	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7	Authority to Set Price Range for Re-Issuance of Treasury Shares	Management	For	For	For

**BORALEX, INC.**

**ISIN** CA09950M1692

**Ticker** BLXAF

**Country** Canada

**Blocking** No

**Meeting Date** 10-May-23

**Deadline Date** 28-Apr-23

**Record Date** 13-Mar-23

**Vote Date** 25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect André Courville	Management	For	For	For
1B	Elect Lise Croteau	Management	For	For	For
1C	Elect Patrick Decoste	Management	For	For	For
1D	Elect Ghyslain Deschamps	Management	For	For	For
1E	Elect Marie-Claude Dumas	Management	For	For	For
1F	Elect Marie Giguère	Management	For	For	For
1G	Elect Ines Kolmsee	Management	For	For	For
1H	Elect Patrick Lemaire	Management	For	For	For
1I	Elect Alain Rhéaume	Management	For	Against	Against
Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
1J	Elect Zin Smati	Management	For	For	For
1K	Elect Dany St-Pierre	Management	For	For	For
2	Appointment of Auditor	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For

<b>ISIN</b>	NL0000395903	<b>Meeting Date</b>	10-May-23
<b>Ticker</b>		<b>Deadline Date</b>	28-Apr-23
<b>Country</b>	Netherlands	<b>Record Date</b>	12-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	23-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.c.	Remuneration Report	Management	For	For	For
3.a.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Elect Chris Vogelzang to the Supervisory Board	Management	For	For	For
6.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
7.	Authority to Repurchase Shares	Management	For	For	For
8.	Cancellation of Shares	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For

**NEOEN S.A.**

<b>ISIN</b>	FR0011675362	<b>Meeting Date</b>	10-May-23
<b>Ticker</b>		<b>Deadline Date</b>	28-Apr-23
<b>Country</b>	France	<b>Record Date</b>	05-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Scrip Dividend	Management	For	For	For
5	2022 Remuneration Report	Management	For	For	For
6	2022 Remuneration of Xavier Barbaro, Chair and CEO	Management	For	Against	Against
	Vote Note: Increase is excessive; Insufficient response to shareholder dissent				
7	2022 Remuneration of Romain Desrousseaux, Deputy CEO	Management	For	Against	Against
	Vote Note: Increase is excessive; Insufficient response to shareholder dissent				
8	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
9	2023 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
10	2023 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
11	Elect Stéphanie Levan	Management	For	Against	Against
	Vote Note: Board is not sufficiently independent				



12	Authority to Repurchase and Reissue Shares	Management	For	For	For
13	Stock Purchase Plan for Overseas Employees	Management	For	For	For
14	Greenshoe	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device; Excessively dilutive				
15	Employee Stock Purchase Plan	Management	For	For	For
16	Authority to Issue Performance Shares	Management	For	For	For
17	Global Ceiling on Capital Increases	Management	For	For	For
18	Amendments to Articles Regarding the Identification of Holders of Bearer Shares	Management	For	For	For
19	Amendment to Articles Regarding Double Voting Rights	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of shareholders				
20	Authorisation of Legal Formalities	Management	For	For	For

**ITRON INC.**

**ISIN** US4657411066  
**Ticker** ITRI  
**Country** United States  
**Blocking** No

**Meeting Date** 11-May-23  
**Deadline Date** 29-Apr-23  
**Record Date** 07-Mar-23  
**Vote Date** 26-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Mary C. Hemmingsen	Management	For	For	For
1b.	Elect Jerome J. Lande	Management	For	For	For
1c.	Elect Frank M. Jaehnert	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.				
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Amendment to the 2012 Employee Stock Purchase Plan	Management	For	For	For
5.	Ratification of Auditor	Management	For	For	For

<b>ISIN</b>	FR0010908533	<b>Meeting Date</b>	11-May-23
<b>Ticker</b>		<b>Deadline Date</b>	29-Apr-23
<b>Country</b>	France	<b>Record Date</b>	08-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	23-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	2023 Remuneration Policy (Chair and CEO)	Management	For	For	For
5	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
6	2023 Directors' Fees	Management	For	For	For
7	2022 Remuneration Report	Management	For	For	For
8	2022 Remuneration of Bertrand Dumazy, Chair and CEO	Management	For	For	For
9	Special Auditors Report on Regulated Agreements	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For
11	Authority to Issue Performance Shares	Management	For	For	For
12	Authorisation of Legal Formalities	Management	For	For	For

**SIGNIFY NV**

**ISIN** NL0011821392  
**Ticker**  
**Country** Netherlands  
**Blocking** No

**Meeting Date** 16-May-23  
**Deadline Date** 04-May-23  
**Record Date** 18-Apr-23  
**Vote Date** 29-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Remuneration Report	Management	For	For	For
4.	Accounts and Reports	Management	For	For	For
5.	Allocation of Dividends	Management	For	For	For
6a.	Ratification of Management Board Acts	Management	For	For	For
6b.	Ratification of Supervisory Board Acts	Management	For	For	For
7.	Elect Harshavardhan M. Chitale to the Management Board	Management	For	For	For
8.	Elect Sophie Bechu to the Supervisory Board	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For
10a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
10b.	Authority to Suppress Preemptive Rights	Management	For	For	For
11.	Authority to Repurchase Shares	Management	For	For	For
12.	Cancellation of Shares	Management	For	For	For

**NIBE INDUSTRIER AB**

<b>ISIN</b>	SE0015988019	<b>Meeting Date</b>	16-May-23
<b>Ticker</b>		<b>Deadline Date</b>	04-May-23
<b>Country</b>	Sweden	<b>Record Date</b>	08-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Voting List	Management	For	TNA	N/A
4	Agenda	Management	For	TNA	N/A
5	Minutes	Management	For	TNA	N/A
6	Compliance with the Rules of Convocation	Management	For	TNA	N/A
9.A	Accounts and Reports	Management	For	TNA	N/A
9.B	Allocation of Profits/Dividends	Management	For	TNA	N/A
9.C	Ratification of Board and CEO Acts	Management	For	TNA	N/A
10	Board Size	Management	For	TNA	N/A
11	Number of Auditors	Management	For	TNA	N/A
12	Directors and Auditors' Fees	Management	For	TNA	N/A
13	Election of Directors	Management	For	TNA	N/A
14	Appointment of Auditor	Management	For	TNA	N/A
15	Remuneration Report	Management	For	TNA	N/A
16	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
17	Remuneration Policy	Management	For	TNA	N/A

**ENPHASE ENERGY INC**

<b>ISIN</b>	US29355A1079	<b>Meeting Date</b>	17-May-23
<b>Ticker</b>	ENPH	<b>Deadline Date</b>	05-May-23
<b>Country</b>	United States	<b>Record Date</b>	21-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	02-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Jamie Haenggli	Management	For	Withhold	Against
	Vote Note: There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.				
1.2	Elect Benjamin Kortlang	Management	For	Withhold	Against
	Vote Note: There is insufficient female representation on the board of directors. Does not disclose EEO1 reporting. Company does not report to CDP or SASB.				
1.3	Elect Richard Mora	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

**COMPUGROUP MEDICAL SE & CO. KGAA**

<b>ISIN</b>	DE000A288904	<b>Meeting Date</b>	17-May-23
<b>Ticker</b>		<b>Deadline Date</b>	05-May-23
<b>Country</b>	Germany	<b>Record Date</b>	10-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	29-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Presentation of Accounts and Reports	Management	For	For	For
2	Allocation of Dividends	Management	For	For	For
3	Ratification of General Partner Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Regelmäßige Altersgrenze für Aufsichtsratsmitglieder, Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Keine Share Ownership Guidelines, Teilweise nach wie vor nicht ausführlich beschrieben (z.B. Bemessungsgrundlage für die Zuteilung von Aktienoptionen nicht transparent), Nur AOP als LTI, aktienkursgebunden, Sonderboni möglicherweise vorhanden: "insbesondere zum Ausgleich von verfallenden Vergütungsansprüchen aus einem vorangehenden Diensverhältnis" Diese Formulierung schließt andere Sonderzahlungen nicht explizit aus, Abweichungen und Erfüllung des Kodex nicht klar nachvollziehbar dargelegt				
7	Management Board Remuneration Policy	Management	For	Against	Against
	Vote Note: Keine Share Ownership Guidelines, Teilweise noch nicht ausführlich beschrieben (z.B. Bemessungsgrundlage für die Zuteilung von Aktienoptionen nicht transparent), AOP als LTI aktienkursgebunden (keine Leistungskriterien), LTI kann auch anstelle eines AOP als Barbonus gestaltet sein und orientiert sich dann und sich an der grundlegenden Funktionalität des STI, Sonderboni möglich, explizit auch für außergewöhnliche Leistungen, Abweichungen und Erfüllung des Kodex nicht klar nachvollziehbar dargelegt				
8.1	Amendments to Articles (Virtual General Meeting)	Management	For	Against	Against
	Vote Note: Genehmigungszeitraum mehr als 2 Jahre, keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				
8.2	Amendments to Articles (Virtual Participation of the Supervisory Board)	Management	For	Abstain	Against
	Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund				
9	ELECT REINHARD LYHS TO THE SUPERVISORY BOARD	Management	For	For	For

**ENERGIEKONTOR AG**

<b>ISIN</b>	DE0005313506	<b>Meeting Date</b>	17-May-23
<b>Ticker</b>		<b>Deadline Date</b>	05-May-23
<b>Country</b>	Germany	<b>Record Date</b>	25-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	01-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4.1	Ratify Bodo Wilkens	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats (0%), Ausschüsse nicht mehrheitlich unabhängig, Vorsitz des Prüfungsausschusses ist nicht unabhängig, Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands und des Aufsichtsrats, ESG-Ziele in der Vergütung des Vorstands				
4.2	Ratify Günter Lammers	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats (0%), Ausschüsse nicht mehrheitlich unabhängig, Vorsitz des Prüfungsausschusses ist nicht unabhängig, Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands und des Aufsichtsrats, ESG-Ziele in der Vergütung des Vorstands				
4.3	Ratify Darius Oliver Kianzad	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats (0%), Ausschüsse nicht mehrheitlich unabhängig, Vorsitz des Prüfungsausschusses ist nicht unabhängig, Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands und des Aufsichtsrats, ESG-Ziele in der Vergütung des Vorstands				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer				
6.1	Elect Bodo Wilkens	Management	For	Against	Against
	Vote Note: Unabhängigkeit < 50 Prozent, Zugehörigkeitsdauer > 15 Jahre, Nicht wenigstens 1 weibliches Mitglied				
6.2	Elect Günter Lammers	Management	For	Against	Against
	Vote Note: Unabhängigkeit < 50 Prozent, Zugehörigkeitsdauer > 15 Jahre, Nicht wenigstens 1 weibliches Mitglied				
6.3	Elect Darius Oliver Kianzad	Management	For	Against	Against
	Vote Note: Unabhängigkeit < 50 Prozent, Nicht wenigstens 1 weibliches Mitglied, Vorsitz des Prüfungsausschusses nicht unabhängig				



7	Supervisory Board Fees	Management	For	For	For
8	Remuneration Report	Management	For	Against	Against
	Vote Note: Keine ESG-Leistungskriterien erkennbar. Nur ein Leistungskriterium im LTI (Aktienoptionsplan, kursgebunden). Gewährung des Aktienoptionsplans nach billigem Ermessen des Aufsichtsrats. Keine Verpflichtung zum Eigeninvestment, Möglichkeit zur Gewährung von Sonderboni unklar. Das Vergütungssystem enthält keine Regelungen hinsichtlich einer Reduzierung der variablen Vergütung (Malus) oder der Möglichkeit, bereits ausgezahlte variable Vergütungsbestandteile zurückzufordern (Clawback)				
9	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	Against	Against
	Vote Note: Genehmigungszeitraum mehr als 2 Jahre, keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				
10	Amendments to Articles (Share Certificates)	Management	For	For	For
11	Amendments to Articles (Electronic Shareholder Communication)	Management	For	For	For

<b>ISIN</b>	FR0000121709	<b>Meeting Date</b>	17-May-23
<b>Ticker</b>		<b>Deadline Date</b>	05-May-23
<b>Country</b>	France	<b>Record Date</b>	12-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	02-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Jean-Pierre Duprieu	Management	For	For	For
5	Elect William Gairard	Management	For	Against	Against
	Vote Note: Board is not sufficiently independent				
6	Elect Caroline Chevalley	Management	For	Against	Against
	Vote Note: Board is not sufficiently independent				
7	Elect Thierry Lescure	Management	For	For	For
8	Elect Aude de Vassart	Management	For	For	For
9	2022 Remuneration Report	Management	For	For	For
10	2022 Remuneration of Thierry de La Tour d'Artaise, Chair and CEO until June 30, 2022	Management	For	Against	Against
	Vote Note: Concerning pay practices; Poor compensation structure/performance conditions				
11	2022 Remuneration of Stanislas De Gramont, CEO from July 1, 2022	Management	For	For	For
12	2023 Remuneration Policy (Chair)	Management	For	Against	Against
	Vote Note: Excessive compensation; Insufficient response to shareholder dissent				

13	2023 Remuneration Policy (CEO)	Management	For	For	For
14	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
15	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device				
16	Authority to Issue Performance Shares	Management	For	For	For
17	Authorisation of Legal Formalities	Management	For	For	For

<b>ISIN</b>	FR0013280286	<b>Meeting Date</b>	23-May-23
<b>Ticker</b>		<b>Deadline Date</b>	11-May-23
<b>Country</b>	France	<b>Record Date</b>	18-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	05-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Ratification of Board Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Related Party Transactions (Fondation Christophe and Rodolphe Merieux)	Management	For	For	For
6	Related Party Transactions (Specific Diagnostics)	Management	For	For	For
7	Elect Philippe Archinard	Management	For	For	For
8	Appointment of Auditor (Grant Thornton)	Management	For	For	For
9	2023 Remuneration Policy (Corporate Officers)	Management	For	For	For
10	2023 Remuneration Policy (Chair and CEO)	Management	For	For	For
11	2023 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
	Vote Note: Poor overall compensation disclosure				
12	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
13	2022 Remuneration Report	Management	For	For	For
14	2022 Remuneration of Alexandre Merieux, Chair and CEO	Management	For	For	For
15	2022 Remuneration of Pierre Boulud, Deputy CEO	Management	For	Against	Against

Vote Note: Poor overall compensation disclosure; Insufficient response to shareholder dissent

16	Authority to Repurchase and Reissue Shares	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended threshold				
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights in Case of Exchange Offer	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended threshold				
21	Authority to Set Offering Price of Shares	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended threshold				
22	Greenshoe	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended threshold				
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended threshold				
24	Authority to Increase Capital Through Capitalisations	Management	For	For	For
25	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended threshold				
26	Authority to Grant Stock Options	Management	For	Against	Against
	Vote Note: Exercise price is too low				
27	Employee Stock Purchase Plan	Management	For	For	For
28	Removal of Preemptive Rights Rights in Favour of Beneficiaries of Employee Stock Purchase Plans	Management	For	For	For
29	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For
30	Acknowledgement of the Non-Conversion to a Corporate Form Societas Europaea ("SE")	Management	For	For	For
31	Authorisation of Legal Formalities	Management	For	For	For

**ISIN** DE0007667107

**Ticker**

**Country** Germany

**Blocking** No

**Meeting Date** 24-May-23

**Deadline Date** 12-May-23

**Record Date** 02-May-23

**Vote Date** 08-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt), Zielgröße von Null Prozent Frauenanteil bei der Besetzung des Vorstands, ESG-Ziele in der Vergütung des Vorstands				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Keine Verpflichtung zum Eigeninvestment, Sonderbonus möglich, Keine ESG- Leistungskriterien erkennbar, Keine Malus- und Clawback Regelung für den amtierenden Vorstandsvorsitzenden, Generell schwache Transparenz, z.B. hinsichtlich der konkreten Erfolgsziele, Das zuletzt beschlossene Vergütungssystem gilt nicht für den CEO				
7.1	Elect Rüdiger Grube	Management	For	Against	Against
	Vote Note: Overboarding, Weniger als 30 Prozent Frauen				
7.2	Elect Ulrich M. Harnacke	Management	For	Against	Against
	Vote Note: Weniger als 30 Prozent Frauen				
7.3	Elect Roland Bosch	Management	For	Against	Against
	Vote Note: Overboarding, Weniger als 30 Prozent Frauen				
7.4	Elect Bettina Volkens	Management	For	Against	Against
	Vote Note: Sitzungsteilnahme <75 %				

8	Amendments to Articles (Shareholder Meeting Location)	Management	For	For	For
9.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	For	For
9.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For	Abstain	Against
	Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund.				
10	Management Board Remuneration Policy	Management	For	Against	Against
	Vote Note: Keine Verpflichtung zum Eigeninvestment Sonderbonus möglich Keine ESG- Leistungskriterien erkennbar Keine Malus- und Clawback Regelung für den amtierenden Vorstandsvorsitzenden				
11	Supervisory Board Remuneration Policy	Management	For	For	For

**EQUINIX INC**

<b>ISIN</b>	US29444U7000	<b>Meeting Date</b>	25-May-23
<b>Ticker</b>		<b>Deadline Date</b>	13-May-23
<b>Country</b>	United States	<b>Record Date</b>	30-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	19-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Nanci E. Caldwell	Management	For	Against	Against
	Vote Note: Does not disclose EE01 reporting.				
1B	Elect Adaire Fox-Martin	Management	For	For	For
1D	Elect Gary F. Hromadko	Management	For	For	For
1E	Elect Charles Meyers	Management	For	For	For
1F	Elect Thomas S. Olinger	Management	For	For	For
1G	Elect Christopher B. Paisley	Management	For	For	For
1H	Elect Jeetendra I. Patel	Management	For	For	For
1I	Elect Sandra Rivera	Management	For	For	For
1J	Elect Fidelma Russo	Management	For	For	For
1K	Elect Peter F. Van Camp	Management	For	Against	Against
	Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDRH.				
2	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: Pay and performance disconnect				
3.1	Frequency of Advisory Vote on Executive Compensation - Please Vote This Resolution to Approve 1 Year	Management	For	For	For
3.2	Frequency of Advisory Vote on Executive Compensation - Please Vote This Resolution to Approve 2 Years	Management	Do Not Vote		N/A



3.3	Frequency of Advisory Vote on Executive Compensation - Please Vote This Resolution to Approve 3 Years	Management	Do Not Vote		N/A
3.4	Frequency of Advisory Vote on Executive Compensation - Please Vote This Resolution to Approve Abstain	Management	Do Not Vote		N/A
4	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
5	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

<b>ISIN</b>	NL0011872643	<b>Meeting Date</b>	31-May-23
<b>Ticker</b>		<b>Deadline Date</b>	19-May-23
<b>Country</b>	Netherlands	<b>Record Date</b>	03-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	14-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2d.	Remuneration Report	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
3a.	Management Board Remuneration Policy	Management	For	For	For
3b.	Individual Exception to the Remuneration Policy (CEO)	Management	For	For	For
3c.	Supervisory Board Remuneration Policy	Management	For	For	For
4a.	Accounts and Reports	Management	For	For	For
4c.	Allocation of Dividends	Management	For	For	For
5a.	Ratification of Management Board Acts	Management	For	For	For
5b.	Ratification of Supervisory Board Acts	Management	For	For	For
6a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6b.	Authority to Suppress Preemptive Rights	Management	For	For	For
6c.	Authority to Repurchase Shares	Management	For	For	For
7a.	Cancellation of Shares	Management	For	For	For
9a.	Elect Gisella van Vollenhoven to the Supervisory Board	Management	For	For	For
9b.	Elect Gerard van Olphen to the Supervisory Board	Management	For	For	For

**CELLNEX TELECOM S.A.**

<b>ISIN</b>	ES0105066007	<b>Meeting Date</b>	31-May-23
<b>Ticker</b>		<b>Deadline Date</b>	19-May-23
<b>Country</b>	Spain	<b>Record Date</b>	26-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	16-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Allocation of Losses	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For
5	Authority to Distribute Special Dividends	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.1	Directors' Fees	Management	For	For	For
7.2	Amendment of Remuneration Policy	Management	For	Against	Against
	Vote Note: Potential for excessive payouts				
8.1	Board Size	Management	For	For	For
8.2	Elect Marieta del Río Bermejo	Management	For	For	For
8.3	Elect Christian Coco	Management	For	For	For
8.4	Ratify Co-Option and Elect Ana García Fau	Management	For	For	For
8.5	Ratify Co-Option and Elect Jonathan Amouyal	Management	For	For	For
8.6	Ratify Co-Option and Elect María Teresa Ballester Fornés	Management	For	For	For
8.7	Elect Óscar Farjúl Martín	Management	For	For	For

8.8	Elect Dominique D'Hinnin	Management	For	For	For
8.9	Elect Marco Patuano	Management	For	Against	Against
Vote Note: Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.					
9	Authority to Repurchase and Reissue Shares	Management	For	For	For
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
11	Authority to Issue Convertible Debt Instruments	Management	For	Abstain	Against
Vote Note: Insufficient information provided					
12	Authorisation of Legal Formalities	Management	For	For	For
13	Remuneration Report	Management	For	Against	Against
Vote Note: Potential for excessive payouts					

**LEGRAND SA**

<b>ISIN</b>	FR0010307819	<b>Meeting Date</b>	31-May-23
<b>Ticker</b>		<b>Deadline Date</b>	19-May-23
<b>Country</b>	France	<b>Record Date</b>	26-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	10-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Appointment of Auditor (Mazars)	Management	For	For	For
5	2022 Remuneration Report	Management	For	For	For
6	2022 Remuneration of Angeles Garcia-Poveda, Chair	Management	For	For	For
7	2022 Remuneration of Benoit Coquart, CEO	Management	For	For	For
8	2023 Remuneration Policy (Chair)	Management	For	For	For
9	2023 Remuneration Policy (CEO)	Management	For	For	For
10	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
11	Elect Isabelle Boccon-Gibod	Management	For	For	For
12	Elect Benoit Coquart	Management	For	For	For
13	Elect Angeles Garcia-Poveda	Management	For	For	For
14	Elect Michel Landel	Management	For	For	For
15	Elect Valérie Chort	Management	For	For	For
16	Elect Clare Scherrer	Management	For	For	For

17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

**ISIN** DE0006095003

**Ticker**

**Country** Germany

**Blocking** No

**Meeting Date** 01-Jun-23

**Deadline Date** 20-May-23

**Record Date** 10-May-23

**Vote Date** 16-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4.1	Ratify Manfred Krüper	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.2	Ratify Rolf Martin Schmitz	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.3	Ratify Albert Büll	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.4	Ratify Fritz Vahrenholt	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.5	Ratify Christine Scheel	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.6	Ratify Henning Kreke	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.7	Ratify Marcus Schenck	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				

4.8	Ratify Thorsten Testorp	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.9	Ratify Isabella Pfaller	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.10	Ratify Cornelius Liedtke	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
4.11	Ratify Alexander Stuhlmann	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgrößen von Null Prozent Frauenanteil bei der Besetzung des Vorstands				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Feste Vergütung überwiegt (51 für CEO%), STI und LTI ähnlich gewichtet (Jahresbonus 24-25%, AOP 23-24%), Abweichung G.6 Zum Zeitpunkt der Zuteilung der langfristig variablen Vergütung übersteigt diese regelmäßig nicht die kurzfristige variable Vergütung, LTI an STI orientiert, Kein Clawback (Abweichung G.11), Abweichung G.10 dreijähriger Bemessungszeitraum, nicht vierjährig, Abweichung G.13 kein vertraglich vereinbarter Abfindungs-Cap, Gewährung eines Sonderbonus möglich, Keine Share Ownership Guidelines				
7	Management Board Remuneration Policy	Management	For	Against	Against
	Vote Note: Keine Share Ownership Guidelines, LTI-Orientierung am STI, Unklar, ob Sonderboni ausgeschlossen werden				
8	Supervisory Board Remuneration Policy	Management	For	For	For
9.1	Amendments to Articles (Virtual AGM and Supervisory Board Participation)	Management	For	Abstain	Against
	Vote Note: keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				
9.2	Amendments to Articles (Notifications)	Management	For	Abstain	Against
	Vote Note: Bündelung mit anderen Anträgen zur virtuellen HV				
9.3	Amendments to Articles (Proof of Entitlement)	Management	For	Abstain	Against
	Vote Note: Bündelung mit anderen Anträgen zur virtuellen HV				
10	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	Against	Against
	Vote Note: Bezugsrechtsausschlüsse auf 20 Prozent und nicht auf 10 Prozent begrenzt, Genussrechte eingeschlossen				
11	Increase in Authorised Capital	Management	For	Against	Against
	Vote Note: Bezugsrechtsausschlüsse auf 20 Prozent und nicht auf 10 Prozent begrenzt				



**FASTNED B.V.**

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**ISIN** NL0013654809**Meeting Date** 08-Jun-23**Ticker****Deadline Date** 27-May-23**Country** Netherlands**Record Date** 11-May-23**Blocking** No**Vote Date** 24-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.	Ratification of Stichting Board Acts	Management	For	For	For
6.	Elect Michiel Weghs to the Stichting	Management	For	For	For
7.	Elect Henk Pals to the Stichting	Management	For	For	For
8.	Fees for Stichting Board Members	Management	For	For	For

## 7C SOLARPARKEN AG

<b>ISIN</b>	DE000A11QW68	<b>Meeting Date</b>	12-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	31-May-23
<b>Country</b>	Germany	<b>Record Date</b>	19-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	28-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts  Vote Note: Nachhaltigkeitsberichtserstattung fehlt, Fehlende Benennung eines Vorstandsmitglieds als zuständig für ESG-Fragen, Beschäftigten (& Dritten) wird nicht auf geeignete Weise die Möglichkeit eingeräumt, geschützt Hinweise auf Rechtsverstöße im Unternehmen zu geben (Abweichung A.5)	Management	For	Against	Against
4	Ratification of Supervisory Board Acts  Vote Note: Benennung eines Vorstandsmitglieds als zuständig für ESG-Fragen, Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder, Zielgröße von Null Prozent Frauenanteil bei der Besetzung des Vorstands, Nachhaltigkeitsberichtserstattung	Management	For	Against	Against
5	Appointment of Auditor  Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer	Management	For	Against	Against
6	Remuneration Report  Vote Note: Zielvergütung überwiegend fix, Keine Verpflichtung zum Eigeninvestment, Keine Clawback-Regelung (Abweichung G.11), Vergütungssystem sehr knapp dargestellt, Weitere Abweichung DCGK (G.7)	Management	For	Against	Against
7	Amendments to Articles (Virtual AGM)  Vote Note: Genehmigungszeitraum mehr als 2 Jahre, keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV	Management	For	Against	Against
8	Increase in Authorised Capital  Vote Note: Beantragte Kapitalerhöhung überschreitet 20% des Grundkapitals & Bezugsrechtsausschlüsse nicht auf 10% begrenzt	Management	For	Against	Against
9	Election of Supervisory Board  Vote Note: Blockwahlen, Overboarding, Weniger als 30 Prozent Frauen	Management	For	Against	Against

<b>ISIN</b>	CH0012549785	<b>Meeting Date</b>	12-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	31-May-23
<b>Country</b>	Switzerland	<b>Record Date</b>	07-Jun-23
<b>Blocking</b>	No	<b>Vote Date</b>	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Compensation Report	Management	For	TNA	N/A
2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	TNA	N/A
4	Amendments to Articles (Committee Composition)	Management	For	TNA	N/A
5.1.1	Elect Robert F. Spoerry	Management	For	TNA	N/A
5.1.2	Elect Stacy Enxing Seng	Management	For	TNA	N/A
5.1.3	Elect Gregory Behar	Management	For	TNA	N/A
5.1.4	Elect Lynn Dorsey Bleil	Management	For	TNA	N/A
5.1.5	Elect Lukas Braunschweiler	Management	For	TNA	N/A
5.1.6	Elect Roland Diggelmann	Management	For	TNA	N/A
5.1.7	Elect Julie Tay	Management	For	TNA	N/A
5.1.8	Elect Ronald van der Vis	Management	For	TNA	N/A
5.1.9	Elect Adrian Widmer	Management	For	TNA	N/A
5.2.1	Elect Stacy Enxing Seng as Nominating and Compensation Committee Member	Management	For	TNA	N/A
5.2.2	Elect Lukas Braunschweiler as Nominating and Compensation Committee Member	Management	For	TNA	N/A

5.2.3	Elect Roland Diggelmann as as Nominating and Compensation Committee Member	Management	For	TNA	N/A
5.3	Elect Julie Tay as as Nominating and Compensation Committee Member	Management	For	TNA	N/A
5.4	Appointment of Auditor	Management	For	TNA	N/A
5.5	Appointment of Independent Proxy	Management	For	TNA	N/A
6.1	Board Compensation	Management	For	TNA	N/A
6.2	Executive Compensation	Management	For	TNA	N/A
7	Cancellation of Shares and Reduction in Share Capital	Management	For	TNA	N/A
8.1	Amendment to Company Purpose	Management	For	TNA	N/A
8.2	Approval of a Capital Band	Management	For	TNA	N/A
8.3	Amendments to Articles (Board of Directors and Management Board)	Management	For	TNA	N/A
8.4	Amendments to Articles (General Meetings)	Management	For	TNA	N/A
8.5	Amendments to Articles (Virtual AGM)	Management	For	TNA	N/A
9	Transaction of Other Business	Management		TNA	N/A

**DERMAPHARM HOLDING SE**

<b>ISIN</b>	DE000A2GS5D8	<b>Meeting Date</b>	14-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	02-Jun-23
<b>Country</b>	Germany	<b>Record Date</b>	23-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	29-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter fehlt), ESG-Ziele in der Vergütung des Vorstands				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht jedoch dessen Bestelldauer				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Sonderboni möglich, Ziel-Fixum kann Variable übersteigen, Nur eine variable Komponente (Tantieme) & nur ein Leistungskriterium (EBITDA) (single metric), Kein LTI, Keine ESG Komponente, Kein Clawback, Keine Share Ownership Guidelines, Abweichung G.7: nicht jährlich zu Beginn des Geschäftsjahrs festgelegt, Abweichung G.10: keine Aktienbindung, Abweichung G.12: "Im Falle der Beendigung eines Vorstandsvertrags soll die Auszahlung noch offener variabler Vergütungsbestandteile, die auf die Zeit bis zur Vertragsbeendigung entfallen, nach den ursprünglich vereinbarten Zielen und Vergleichsparametern und nach den im Vertrag festgelegten Fälligkeitszeitpunkten oder Haltedauern erfolgen" wird nicht eingehalten.				
7	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	Against	Against
	Vote Note: Genehmigungszeitraum mehr als 2 Jahre, keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				
8	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For	Abstain	Against
	Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund				
9	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				
10	Authority to Repurchase Shares Using Equity Derivatives	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				

11	Increase in Authorised Capital	Management	For	Against	Against
	Vote Note: Beantragte Kapitalerhöhung überschreitet 20% des Grundkapitals, Kapitalerhöhungen kumulativ >40%, Bezugsrechtsausschlüsse weder einzeln noch kumulativ auf 10 Prozent begrenzt				
12.1	Authority to Issue Convertible Debt Instruments	Management	For	Against	Against
	Vote Note: Kapitalerhöhungen kumulativ >40%, Bezugsrechtsausschlüsse weder einzeln noch kumulativ auf 10 Prozent begrenzt, Genussrechte eingeschlossen				
12.2	Increase in Conditional Capital	Management	For	Against	Against
	Vote Note: Kapitalerhöhungen kumulativ >40%, Bezugsrechtsausschlüsse weder einzeln noch kumulativ auf 10 Prozent begrenzt, Genussrechte eingeschlossen				

**BEFESA S.A.**

**ISIN** LU1704650164  
**Ticker**  
**Country** Luxembourg  
**Blocking** No

**Meeting Date** 15-Jun-23  
**Deadline Date** 03-Jun-23  
**Record Date** 01-Jun-23  
**Vote Date** 28-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Approval of Consolidated Financial Statements	Management	For	For	For
3	Approval of Standalone Financial Statements	Management	For	For	For
4	Allocation of Dividends	Management	For	For	For
5	Ratification of Board Acts	Management	For	For	For
6	Non-Executive Directors' Fees	Management	For	For	For
7	Management Board Remuneration Policy	Management	For	For	For
8	Remuneration Report	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
9	Appointment of Auditor	Management	For	For	For

**CROWDSTRIKE HOLDINGS INC**

**ISIN** US22788C1053  
**Ticker** CRWD  
**Country** United States  
**Blocking** No

**Meeting Date** 21-Jun-23  
**Deadline Date** 09-Jun-23  
**Record Date** 28-Apr-23  
**Vote Date** 06-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Johanna Flower	Management	For	For	For
1.2	Elect Denis J. O'Leary	Management	For	Withhold	Against
	Vote Note: Does not disclose EE01 reporting. Company does not report to CDP or SASB.				
1.3	Elect Godfrey R. Sullivan	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For



**EAST JAPAN RAILWAY COMPANY**

<b>ISIN</b>	JP3783600004	<b>Meeting Date</b>	22-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	10-Jun-23
<b>Country</b>	Japan	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	07-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2	Amendments to Articles	Management	For	For	For
3.1	Elect Tetsuro Tomita	Management	For	Against	Against
	Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.				
3.2	Elect Yuji Fukasawa	Management	For	For	For
3.3	Elect Yoichi Kise	Management	For	For	For
3.4	Elect Katsumi Ise	Management	For	For	For
3.5	Elect Chiharu Watari	Management	For	For	For
3.6	Elect Atsuko Ito	Management	For	For	For
3.7	Elect Hitoshi Suzuki	Management	For	For	For
3.8	Elect Motoshige Ito	Management	For	For	For
3.9	Elect Reiko Amano	Management	For	For	For
3.10	Elect Hiroko Kawamoto	Management	For	For	For
3.11	Elect Toshio Iwamoto	Management	For	For	For
4.1	Elect Takashi Kinoshita	Management	For	For	For
4.2	Elect Masaki Ogata	Management	For	For	For

4.3	Elect Kimitaka Mori	Management	For	For	For
4.4	Elect Hiroshi Koike	Management	For	For	For
5	Non-Audit Committee Directors' Fees	Management	For	For	For
6	Audit Committee Directors' Fees	Management	For	For	For

**ISIN** DE000AOLR936

**Ticker**

**Country** Germany

**Blocking** No

**Meeting Date** 23-Jun-23

**Deadline Date** 11-Jun-23

**Record Date** 01-Jun-23

**Vote Date** 08-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	Abstain	Against
	Vote Note: Ausschüttungsquote stetig unter 20% ohne Begründung				
3	Ratification of Board Acts	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Richtlinien entsprechen (Nationalität fehlt, Alter & Erstbestellung teilweise), Aussagekräftige, dauerhaft und aktualisiert auf der Webseite veröffentlichte Lebensläufe der Aufsichtsratsmitglieder, die den Anforderungen der Richtlinien entsprechen (Nur bei Wahlen veröffentlicht), Individualisierte Vergütung des Vorstands, Individualisierte Vergütung des Aufsichtsrats, Darstellung der Diversity Politik, Regelmäßige Abstimmung zur Vergütungspolitik (mindestens alle 4 Jahre), Regelmäßige Altersgrenze für Aufsichtsratsmitglieder (nicht ermittelbar), Regelmäßige Altersgrenze für Vorstandsmitglieder (nicht ermittelbar), Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder (nicht ermittelbar), Unabhängigkeitsstruktur des Aufsichtsrats (<50%), Finanzexperte ist nicht ausgewiesen, Personalunion von CEO und Chairman				
4	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfungspartner und dessen Bestelldauer fehlen, ebenso die Bestelldauer der Prüfungsgesellschaft				
5.1	Elect Udo Detlev Schramek	Management	For	Against	Against
	Vote Note: Unabhängigkeit < 50 Prozent, Personalunion CEO & Chairman				
5.2	Elect Katarzyna Schramek	Management	For	Against	Against
	Vote Note: Unabhängigkeit < 50 Prozent,				
5.3	Elect Jürgen Klass	Management	For	Against	Against
	Vote Note: Unabhängigkeit < 50 Prozent,				
5.4	Elect Heinrich Köster	Management	For	For	For
6	Increase in Authorised Capital	Management	For	Against	Against
	Vote Note: Beantragte Kapitalerhöhung überschreitet 20% des Grundkapitals, Kapitalerhöhungen kumulativ >40%, Bezugsrechtsausschlüsse weder einzeln noch kumulativ auf 10 Prozent begrenzt				
7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	Against	Against

Vote Note: Beantragte Kapitalerhöhung überschreitet 20% des Grundkapitals, Kapitalerhöhungen kumulativ >40%, Bezugsrechtsausschlüsse weder einzeln noch kumulativ auf 10 Prozent begrenzt

8	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	Against	Against
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Vote Note: Genehmigungszeitraum mehr als 2 Jahre, keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV

9	Amendments to Articles (Virtual AGM Participation of Board Members)	Management	For	Abstain	Against
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Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund

**CENTRAL JAPAN RAILWAY CO**

<b>ISIN</b>	JP3566800003	<b>Meeting Date</b>	23-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	11-Jun-23
<b>Country</b>	Japan	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	08-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Shin Kaneko	Management	For	Against	Against
	Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.				
2.2	Elect Shunsuke Niwa	Management	For	For	For
2.3	Elect Kentaro Takeda	Management	For	For	For
2.4	Elect Akihiko Nakamura	Management	For	For	For
2.5	Elect Mamoru Uno	Management	For	For	For
2.6	Elect Hiroshi Suzuki	Management	For	For	For
2.7	Elect Atsuhito Mori	Management	For	For	For
2.8	Elect Koei Tsuge	Management	For	For	For
2.9	Elect Haruo Kasama	Management	For	For	For
2.10	Elect Taku Oshima	Management	For	Against	Against
	Vote Note: Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.				
2.11	Elect Tsuyoshi Nagano	Management	For	For	For
2.12	Elect Hiroko Kiba @ Hiroko Yoda	Management	For	For	For
2.13	Elect Joseph Schmelzeis	Management	For	For	For

3.1	Elect Tatsuhiko Yamada	Management	For	For	For
3.2	Elect Hajime Ishizu	Management	For	For	For
3.3	Elect Fumio Yamashita	Management	For	For	For
3.4	Elect Makoto Hayashi	Management	For	For	For

**YAMAHA CORPORATION**

<b>ISIN</b>	JP3942600002	<b>Meeting Date</b>	23-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	11-Jun-23
<b>Country</b>	Japan	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	08-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Takuya Nakata  Vote Note: There is insufficient female representation on the board of directors.	Management	For	Against	Against
2.2	Elect Satoshi Yamahata	Management	For	For	For
2.3	Elect Yoshihiro Hidaka  Vote Note: There is insufficient female representation on the board of directors.	Management	For	Against	Against
2.4	Elect Mikio Fujitsuka	Management	For	For	For
2.5	Elect Paul Candland  Vote Note: There is insufficient female representation on the board of directors.	Management	For	Against	Against
2.6	Elect Hiromichi Shinohara  Vote Note: There is insufficient female representation on the board of directors.	Management	For	Against	Against
2.7	Elect Naoko Yoshizawa	Management	For	For	For
2.8	Elect Naho Ebata @ Naho Kida	Management	For	For	For

**HOYA CORPORATION**

<b>ISIN</b>	JP3837800006	<b>Meeting Date</b>	23-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	11-Jun-23
<b>Country</b>	Japan	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	08-Jun-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1.1	Elect Hiroaki Yoshihara	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1.2	Elect Yasuyuki Abe	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1.3	Elect Takayo Hasegawa	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1.4	Elect Mika Nishimura	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1.5	Elect Mototsugu Sato	Management	For	For	For
1.6	Elect Eiichiro Ikeda	Management	For	For	For
1.7	Elect Ryo Hirooka	Management	For	For	For



**WEST JAPAN RAILWAY COMPANY**

<b>ISIN</b>	JP3659000008	<b>Meeting Date</b>	23-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	11-Jun-23
<b>Country</b>	Japan	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	08-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Kazuaki Hasegawa	Management	For	For	For
2.2	Elect Hikaru Takagi	Management	For	For	For
2.3	Elect Yoshinobu Tsutsui	Management	For	For	For
2.4	Elect Haruko Nozaki	Management	For	For	For
2.5	Elect Kenji Iino	Management	For	For	For
2.6	Elect Yoshiyuki Miyabe	Management	For	For	For
2.7	Elect Fumito Ogata	Management	For	For	For
2.8	Elect Shoji Kurasaka	Management	For	For	For
2.9	Elect Keijiro Nakamura	Management	For	For	For
2.10	Elect Eiji Tsubone	Management	For	For	For
2.11	Elect Hiroaki Maeda	Management	For	For	For
2.12	Elect Masatoshi Miwa	Management	For	For	For
2.13	Elect Hideo Okuda	Management	For	For	For
3	Elect Makiko Tada as Audit Committee Director	Management	For	Against	Against
Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
4	Elect Hikaru Takagi as Alternate Audit Committee Director	Management	For	For	For

**CYBERARK SOFTWARE LTD**

<b>ISIN</b>	IL0011334468	<b>Meeting Date</b>	28-Jun-23
<b>Ticker</b>	CYBR	<b>Deadline Date</b>	16-Jun-23
<b>Country</b>	Israel	<b>Record Date</b>	19-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	13-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Ron Gutler	Management	For	Against	Against
	Vote Note: Director serves on excessive audit committees				
1b.	Elect Kim E. Perdikou	Management	For	For	For
1c.	Elect Ehud Mokady	Management	For	For	For
1d.	Elect Matthew Cohen	Management	For	For	For
2.	Employment Agreement of CEO	Management	For	For	For
3.	Employment Agreement of Executive Chair	Management	For	For	For
4.	Bundled Amendments to Articles	Management	For	Against	Against
	Vote Note: Limits shareholder rights				
5.	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				

**KURITA WATER INDUSTRIES LTD**

<b>ISIN</b>	JP327000007	<b>Meeting Date</b>	29-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	17-Jun-23
<b>Country</b>	Japan	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	14-Jun-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1	Allocation of Profits/Dividends	Management	For	For	For
2	Amendments to Articles	Management	For	For	For
3.1	Elect Michiya Kadota	Management	For	For	For
3.2	Elect Hirohiko Ejiri	Management	For	For	For
3.3	Elect Shuji Shirode	Management	For	For	For
3.4	Elect Yukihiko Mutou	Management	For	For	For
3.5	Elect Kenjiro Kobayashi	Management	For	For	For
3.6	Elect Keiko Tanaka	Management	For	For	For
3.7	Elect Masahiro Miyazaki	Management	For	For	For
3.8	Elect Yoshiko Takayama	Management	For	For	For

**TALGO S.A.**

<b>ISIN</b>	ES0105065009	<b>Meeting Date</b>	29-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	17-Jun-23
<b>Country</b>	Spain	<b>Record Date</b>	23-Jun-23
<b>Blocking</b>	No	<b>Vote Date</b>	14-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts	Management	For	For	For
2	Management Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For
5	Allocation of Profits/Dividends	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent; Significant increase of maximum opportunity				
7	Directors' Fees	Management	For	For	For
8	Remuneration Policy	Management	For	Against	Against
	Vote Note: Poor overall design; Discretionary awards				
9	Authority to Repurchase and Reissue Shares	Management	For	For	For
10	Scrip Dividend	Management	For	For	For
11	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
12	Elect Carlos de Palacio y Oriol	Management	For	For	For
13	Elect Jose Maria de Oriol Fabra	Management	For	For	For
14	Elect Francisco Javier Bañon Treviño	Management	For	Against	Against

Vote Note: There is insufficient female representation on the board of directors.

15	Elect Emilio Novela Berlín	Management	For	For	For
16	Elect John C. Pope	Management	For	Against	Against
Vote Note: There is insufficient female representation on the board of directors.					
17	Elect Antonio Oporto del Olmo	Management	For	Against	Against
Vote Note: There is insufficient female representation on the board of directors.					
18	Elec Pedro Pablo Manuel del Corro García-Lomas	Management	For	For	For
19	Elect Javier Olascoaga	Management	For	For	For
20	Appointment of Auditor	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For