

Engagement Report 2023

UmweltSpektrum Mensch

WKN: A3CWKF / ISIN: LU2373429849



Was ist unser Engagement?

Wir sind davon überzeugt, dass Geld die Welt verbessern kann – wenn es in die richtigen Wege geleitet wird. Darum garantieren **klare Positiv- und Ausschlusskriterien** sowie ein unabhängiger Umweltrat höchste Nachhaltigkeitsstandards bei jeder Geschäftsaktivität. Das steht sogar in unserer Satzung. Wir treiben gemeinsam die Energiewende voran und schaffen eine lebenswerte Welt für uns und kommende Generationen.

Positiv- und Negativkriterien

Wir wählen nur Vermögenswerte aus, die nicht gegen die **von der UmweltBank definierten Ausschlusskriterien** verstoßen. Dazu gehören unter anderem die Missachtung von Menschenrechten, militärische Güter, Gentechnik, kontroverse Umwelt- oder Wirtschaftspraktiken oder die fossile und Kernenergie. Jeder Emittent muss zudem einen **positiven Beitrag zu den 17 Nachhaltigkeitszielen der Vereinten Nationen**, den Sustainable Development Goals (SDGs), leisten.

Stetige Qualitätskontrolle

Über die endgültige Aufnahme in die UmweltSpektrum Fonds entscheiden die Expert:innen der UmweltBank, indem sie die **ökologische und soziale Bonität der Emittenten** erneut prüfen. Die ausgewählten Titel unterliegen einem permanenten Screening – auch durch den unabhängigen Umweltrat. Bei Kontroversen werden Emittenten entfernt und Investments gegebenenfalls verkauft. Innerhalb des geprüften Anlageuniversums darf das Fondsmanagement frei investieren. Dazu bewertet es die Investitionen **anhand ökonomischer Kriterien**. Das Resultat ist ein Fondsportfolio, das **dank streng ausgewählter und transparenter Kriterien sowie ständigem Screening** höchsten ökologischen, sozialen und ökonomischen Standards gerecht wird.

Ausübung von Stimmrechten

Unser Engagement umfasst neben den Positiv- und Negativkriterien und der stetigen Qualitätskontrolle auch die Ausübung von Stimmrechten auf Hauptversammlungen. Das Ausüben der Stimmrechte ist ein wichtiges Instrument, um bei nachhaltigkeitsrelevanten Themen Einfluss zu nehmen.

Der UmweltSpektrum Mensch nutzt für die Abstimmung auf den Aktionärsversammlungen die Dienste von Glass Lewis. Hierfür wurden eine Proxy Voting Policy erarbeitet, welche in Einklang mit dem strengen Nachhaltigkeitsansatz der UmweltBank steht.

Proxy Voting Report

Jan 1, 2023 to Dec 31, 2023

Vote Against Management (VAM) Summary

Number of Meetings	Number of Proposals
68	860
Number of Countries (Country of Origin)	Number of Countries (Country of Trade)
15	12
Number of Meetings With VAM	% of All Meetings Voted
57	86.4%
Number of Proposals With VAM	% of All Proposals Voted
186	26.1%
Number of Meetings With Votes For Mgmt	% of All Meetings Voted
62	93.9%
Number of Proposals With Votes For Mgmt	% of All Proposals Voted
523	73.2%
Number of Abstain Votes	% of All Proposals Voted
0	NA
Number of No Votes Cast	% of All Proposals Voted
40	5.6%

Votes Against Policy (VAP) Summary

Number of Meetings	Number of Proposals
68	860
Number of Countries (Country of Origin)	Number of Countries (Country of Trade)
15	12
Number of Meetings With VAP	% of All Meetings Voted
0	NA
Number of Proposals With VAP	% of All Proposals Voted
0	NA
Number of Meetings With Votes For Policy	% of All Meetings Voted
66	100.0%
Number of Proposals With Votes For Policy	% of All Proposals Voted
711	99.6%
Number of Abstain Votes	% of All Proposals Voted
0	NA
Number of No Votes Cast	% of All Proposals Voted

	40	5.6%
Number of Proposals with Votes with GL		% of All Proposals Voted
	615	86.5%

Proposal Summary

Number of Meetings:	68
Number of Mgmt Proposals:	744
Number of Shareholder Proposals:	25

Mgmt Proposals Voted FOR	% of All Mgmt Proposals
496	66.7%
Mgmt Proposals Voted Against/Withhold	% of All Mgmt Proposals
163	21.9%
Mgmt Proposals Voted Abstain	% of All Mgmt Proposals
0	NA
Mgmt Proposals With No Votes Cast	% of All Mgmt Proposals
40	5.4%
Mgmt Proposals Voted 1 Year	% of All Mgmt Proposals
27	3.6%
Mgmt Proposals Voted 2 Years	% of All Mgmt Proposals
0	NA
Mgmt Proposals Voted 3 Years	% of All Mgmt Proposals
0	NA

ShrHldr Proposal Voted FOR	% of All ShrHldr Proposals
19	76.0%
ShrHldr Proposals Voted Against/Withhold	% of All ShrHldr Proposals
5	20.0%
ShrHldr Proposals Voted Abstain	% of All ShrHldr Proposals
0	NA
ShrHldr Proposals With No Votes Cast	% of All ShrHldr Proposals
0	NA

A10 Networks Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	03/16/2023	Ballot Voted	04/22/2023			
Vote Deadline Date Contested	04/25/2023 No	Record Date Agenda Type	02/28/2023 Mgmt	Ticker Country Of Origin	ATEN US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-002121101					

Annual Meeting Agenda (04/26/2023)

		Mgmt Rec	Vote Cast
1	Elect Tor R. Braham	For	Withhold
	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	Elect Peter Y. Chung	For	Withhold
	Vote Note: Insufficient oversight of E&S issues. Company does not report to CDP or SASB.		
3	Elect Eric B. Singer	For	Withhold
	Vote Note: Insufficient oversight of E&S issues. Does not disclose EE01 reporting. Company does not report to CDP or SASB.		
4	Elect Dhruvad Trivedi	For	For
5	Elect Dana Wolf	For	For
6	Advisory Vote on Executive Compensation	For	Against
	Vote Note: No tie between compensation and sustainability.		
7	Ratification of Auditor	For	For
8	Approval of the 2023 Stock Incentive Plan	For	Against
	Vote Note: Plan allows for repricing		

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	7,500	872408000	7,500	0	IPC ESG	Umweltbank
Totals	7,500		7,500	0		

Ain Holdings Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	07/07/2023	Ballot Voted	07/14/2023			
Vote Deadline Date Contested	07/17/2023 No	Record Date Agenda Type	04/30/2023 Mgmt	Ticker Country Of Origin	9627 JP	Share Blocking No Country Of Trade JP
Ballot Sec ID	CINS-J00602102					

Annual Meeting Agenda (07/28/2023)

		Mgmt Rec	Vote Cast
1	Non-Voting Meeting Note		
2	Allocation of Profits/Dividends	For	For
3	Elect Kiichi Otani	For	Against
	Vote Note: Board is not sufficiently independent; Responsible for lack of board independence		
4	Elect Shoichi Shudo	For	For
5	Elect Toshihide Mizushima	For	For
6	Elect Miya Oishi	For	For
7	Elect Masato Sakai	For	For
8	Elect Rieko Kimei	For	For
9	Elect Nobuyuki Takakura	For	For
10	Elect Kaori Ishikawa	For	For
11	Elect Noriko Endo @ Noriko Tsujihiro	For	For

12	Elect Junro Ito	For	For
13	Elect Shigeru Yamazoe	For	Against
Vote Note: Board is not sufficiently independent			
14	Elect Hideki Kuriyama	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,900	872408000	1,900	0	IPC ESG	Umweltbank
Totals	1,900		1,900	0		

Amalgamated Financial Corp

Voted Ballot Created	04/15/2023	Ballot Status	Confirmed	Decision Status	Approved
Vote Deadline Date Contested	05/23/2023 No	Record Date Agenda Type	03/29/2023 Mgmt	Ticker Country Of Origin	AMAL US
Ballot Sec ID	CUSIP9-022671101			Share Blocking No Country Of Trade	US

Annual Meeting Agenda (05/24/2023)

	Mgmt Rec	Vote Cast
1 Elect Lynne P. Fox	For	For
2 Elect Priscilla Sims Brown	For	For
3 Elect Maryann Bruce	For	For
4 Elect Mark A. Finser	For	For
5 Elect Darrell Jackson	For	Against
Vote Note: Does not disclose EE01 reporting.		
6 Elect Julie Kelly	For	For
7 Elect JoAnn S. Lilek	For	For
8 Elect John McDonagh	For	For
9 Elect Meredith Miller	For	For
10 Elect Robert G. Romasco	For	For
11 Elect Edgar Romney Sr.	For	For
12 Ratification of Auditor	For	For
13 Approval of the 2023 Equity Incentive Plan	For	For
14 Advisory Vote on Executive Compensation	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	4,400	872408000	4,400	0	IPC ESG	Umweltbank
Totals	4,400		4,400	0		

American Water Works Co. Inc.

Voted Ballot Created	03/29/2023	Ballot Status	Confirmed	Decision Status	Approved
Vote Deadline Date Contested	05/09/2023 No	Record Date Agenda Type	03/17/2023 Mgmt	Ticker Country Of Origin	AWK US
Ballot Sec ID	CUSIP9-030420103			Share Blocking No Country Of Trade	US


Annual Meeting Agenda (05/10/2023)

	Mgmt Rec	Vote Cast
1 Elect Jeffrey N. Edwards	For	For
2 Elect Martha Clark Goss	For	For
3 Elect M. Susan Hardwick	For	For
4 Elect Kimberly J. Harris	For	For
5 Elect Laurie P. Havanec	For	For
6 Elect Julia L. Johnson	For	For

7	Elect Patricia L. Kampling	For	For
8	Elect Karl F. Kurz	For	Against
9	Elect Michael L. Marberry	For	For
10	Elect James G. Stavridis	For	For
11	Advisory Vote on Executive Compensation	For	For
12	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
13	Ratification of Auditor	For	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.

Vote Note:Excessive Auditor Tenure.

 14	Shareholder Proposal Regarding Racial Equity Audit	Against	For
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Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	500	872408000	500	0	IPC ESG	Umweltbank
Totals	500		500	0		

Arvida Group Limited (NS)

Voted Ballot Created	06/16/2023	Ballot Status	Confirmed	Decision Status	Approved		
Vote Deadline Date Contested	07/13/2023 No	Record Date Agenda Type	07/19/2023 Mgmt	Ticker Country Of Origin	ARV NZ	Share Blocking	No Country Of Trade NZ
Ballot Sec ID	CINS-Q05520103						

Annual Meeting Agenda (07/21/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Re-elect Paul M. Ridley-Smith	For	For
3 Re-elect Michael Ambrose	For	For
4 Increase to NED remuneration	For	For
5 Authorise Board to Set Auditor's Fees	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	101,000	872408000	101,000	0	IPC ESG	Umweltbank
Totals	101,000		101,000	0		

Autoliv Inc.

Voted Ballot Created	03/24/2023	Ballot Status	Confirmed	Decision Status	Approved		
Vote Deadline Date Contested	05/10/2023 No	Record Date Agenda Type	03/15/2023 Mgmt	Ticker Country Of Origin	ALV US	Share Blocking	No Country Of Trade US
Ballot Sec ID	CUSIP9-052800109						

Annual Meeting Agenda (05/11/2023)

	Mgmt Rec	Vote Cast
1 Elect Mikael Bratt	For	For
2 Elect Mary Lauren Brlas	For	For
3 Elect Jan Carlson	For	For
4 Elect Hasse Johansson	For	For
5 Elect Leif Johansson	For	Withhold

Vote Note:Does not disclose EE01 reporting.

6	Elect Franz-Josef Kortüm	For	For
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7	Elect Frédéric B. Lissalde	For	For
8	Elect Xiaozhi Liu	For	For
9	Elect Gustav Lundgren	For	For
10	Elect Martin Lundstedt	For	For
11	Elect Thaddeus J. Senko	For	For
12	Advisory Vote on Executive Compensation	For	For
13	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
14	Ratification of Auditor	For	Against

Vote Note:Excessive Auditor Tenure.

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,200	872408000	1,200	0	IPC ESG	Umweltbank
Totals	1,200		1,200	0		

Axa

Unvoted	Ballot Status	No Vote Cast	Decision Status	Take No Action
Ballot Created	04/22/2023	Ballot Voted	N/A	
Vote Deadline Date	04/18/2023	Record Date	04/24/2023	Ticker
Contested	No	Agenda Type	Mgmt	Country Of Origin
				CS
				FR
Ballot Sec ID	CINS-F06106102			Share Blocking
				No
				Country Of Trade
				FR

Mix Meeting Agenda (04/27/2023)

	Mgmt Rec	Vote Cast
1		
2		
3		
4		
5		
6		
7		
8		
9	Accounts and Reports	For
10	Consolidated Accounts and Reports	For
11	Allocation of Profits/Dividends	For
12	2022 Remuneration Report	For
13	2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	For
14	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022)	For
15	2022 Remuneration of Thomas Buberl, CEO	For
16	2023 Remuneration Policy (CEO)	For
17	2023 Remuneration Policy (Chair)	For
18	2023 Remuneration Policy (Board of Directors)	For
19	Special Auditors Report on Regulated Agreements	For
20	Authority to Repurchase and Reissue Shares	For
21	Authority to Increase Capital Through Capitalisations	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	For
25	Authority to Set Offering Price of Shares	For
26	Authority to Increase Capital in Case of Exchange Offers	For
27	Authority to Increase Capital in Consideration for Contributions In Kind	For

28	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For
29	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For
30	Employee Stock Purchase Plan	For
31	Stock Purchase Plan for Overseas Employees	For
32	Authority to Cancel Shares and Reduce Capital	For
33	Authorisation of Legal Formalities	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	11,000	872408000			IPC ESG	Umweltbank
Totals	11,000		0	0		

Beijing Enterprises Water Group Ltd.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/27/2023	Ballot Voted	05/27/2023	
Vote Deadline Date	05/30/2023	Record Date	06/01/2023	Ticker
Contested	No	Agenda Type	Mgmt	Country Of Origin
Ballot Sec ID	CINS-G0957L109			00371 BM
				Share Blocking No Country Of Trade BM

Annual Meeting Agenda (06/07/2023)

- 1 Non-Voting Meeting Note
- 2 Non-Voting Meeting Note
- 3 Accounts and Reports
- 4 Allocation of Profits/Dividends
- 5 Elect XIONG Bin

Mgmt Rec **Vote Cast**

For For
For For
For 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.
There is insufficient female representation on the board of directors.

- 6 Elect LI Haifeng
- 7 Elect KE Jian

For For
For Against

Vote Note:Board is not sufficiently independent

- 8 Elect SHA Ning
- 9 Elect GUO Rui

For For
For Against

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

- 10 Elect CHAU On Ta Yuen

For 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.

- 11 Elect DAI Xiaohu
- 12 Directors' Fees
- 13 Appointment of Auditor and Authority to Set Fees
- 14 Authority to Repurchase Shares
- 15 Authority to Issue Shares w/o Preemptive Rights

For For
For For
For For
For For
For Against

Vote Note:Potential dilution exceeds recommended threshold; Issue price discount not disclosed

- 16 Authority to Issue Repurchased Shares

For Against

Vote Note:Issue price discount not disclosed

- 17 Board Size

For Against

Vote Note:More than 20 directors on board

For Against
Vote Note: Shortened notice period could disenfranchise shareholders

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	617,800	872408000	617,800	0	IPC ESG	Umweltbank
Totals	617,800		617,800	0		

BioNTech SE

Take No Action	Ballot Status	Confirmed	Decision Status	Take No Action Sent
Ballot Created	04/27/2023	Ballot Voted	05/22/2023	
Vote Deadline Date Contested	05/18/2023 No	Record Date Agenda Type	04/18/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-09075V102			BNTX DE
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (05/25/2023)

	Mgmt Rec	Vote Cast
1 Allocation of Profits (FY2021)	For	TNA
2 Allocation of Profits (FY2022)	For	TNA
3 Ratification of Management Board Acts	For	TNA
4 Ratification of Supervisory Board Acts	For	TNA
5 Appointment of Auditor	For	TNA
6 Remuneration Report	For	TNA
7 Elect Nicola Blackwood	For	TNA
8 Elect Ulrich Wandschneider	For	TNA
9 Elect Michael Motschmann	For	TNA
10 Amendments to Articles (Virtual AGM)	For	TNA
11 Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	TNA
12 Approval of Intra-Company Control Agreement with BioNTech Idar-Oberstein Services GmbH	For	TNA
13 Approval of Intra-Company Control Agreement with NT Security and Services GmbH	For	TNA
14 Approval of Intra-Company Control Agreement with BioNTech BioNTainer Holding GmbH	For	TNA
15 Approval of Intra-Company Control Agreement with BioNTech Individualized mRNA Manufacturing GmbH	For	TNA

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,400	872408000			IPC ESG	Umweltbank
Totals	1,400		0	0		

Centene Corp.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	03/25/2023	Ballot Voted	05/06/2023	
Vote Deadline Date Contested	05/09/2023 No	Record Date Agenda Type	03/13/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-15135B101			CNC US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (05/10/2023)

	Mgmt Rec	Vote Cast
1 Elect Jessica L. Blume	For	For
2 Elect Kenneth A. Burdick	For	For

3	Elect Christopher J. Coughlin	For	For
4	Elect H. James Dallas	For	For
5	Elect Wayne S. DeVeydt	For	For
6	Elect Frederick H. Eppinger	For	For
7	Elect Monte E. Ford	For	For
8	Elect Sarah M. London	For	For
9	Elect Lori J. Robinson	For	For
10	Elect Theodore R. Samuels, II	For	For
11	Advisory Vote on Executive Compensation	For	Against

Vote Note: Pay and performance disconnect

12	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
13	Ratification of Auditor	For	For
14	Shareholder Proposal Regarding Severance Approval Policy	Against	Against
15	Shareholder Proposal Regarding Report on Linking Executive Pay to Maternal Morbidity Metrics	Against	For

Vote Note: Shareholders would benefit from the Company's consideration of environmental and social metrics to its compensation plan

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	2,000	872408000	2,000	0	IPC ESG	Umweltbank
Totals	2,000		2,000	0		

China Water Affairs Group Ltd.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	07/28/2023	Ballot Voted	08/28/2023	
Vote Deadline Date Contested	09/04/2023 No	Record Date Agenda Type	09/05/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CINS-G21090124			00855 BM
				Share Blocking No Country Of Trade BM

Annual Meeting Agenda (09/15/2023)

	Mgmt Rec	Vote Cast
1		
2		
3		
4		
5		
6		

Vote Note: Board is not sufficiently independent; Less than 75% Attendance

7	Elect HO Ping	For	For
8	Elect ZHOU Nan	For	For
9	Directors' Fees	For	For
10	Appointment of Auditor and Authority to Set Fees	For	For
11	Authority to Issue Shares w/o Preemptive Rights	For	Against

Vote Note: Potential dilution exceeds recommended threshold; Issue price discount not disclosed

12	Authority to Repurchase Shares	For	For
13	Authority to Issue Repurchased Shares	For	Against

Vote Note: Issue price discount not disclosed

14	Amendments to Bye-Laws	For	Against
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Vote Note: Shortened notice period could disenfranchise shareholders

15	Non-Voting Meeting Note		
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Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	83,000	872408000	83,000	0	IPC ESG	Umweltbank
Totals	83,000		83,000	0		

Chugai Pharmaceutical Co Ltd

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	03/07/2023	Ballot Voted	03/14/2023	
Vote Deadline Date Contested	03/17/2023 No	Record Date Agenda Type	12/31/2022 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CINS-J06930101			4519 JP
				Share Blocking No Country Of Trade JP

Annual Meeting Agenda (03/30/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Allocation of Profits/Dividends	For	For
3 Elect Fumio Tateishi	For	For
4 Elect Hideo Teramoto	For	For
5 Elect Christoph Franz	For	For
6 Elect James H. Sabry	For	Against
Vote Note: Board is not sufficiently independent		
7 Elect Teresa A. Graham	For	Against
Vote Note: Board is not sufficiently independent		
8 Elect Shigehiro Yamada	For	For
9 Elect Yumiko Waseda	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	7,900	872408000	7,900	0	IPC ESG	Umweltbank
Totals	7,900		7,900	0		

Citic Telecom International Holdings Limited

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/29/2023	Ballot Voted	05/13/2023	
Vote Deadline Date Contested	05/16/2023 No	Record Date Agenda Type	05/18/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CINS-Y1640H109			01883 HK
				Share Blocking No Country Of Trade HK

Annual Meeting Agenda (05/24/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Non-Voting Meeting Note		
3 Accounts and Reports	For	For
4 Allocation of Profits/Dividends	For	For
5 Elect FEI Yiping	For	Against
Vote Note: Beneficial owner on audit committee; Insufficient audit committee independence		
6 Elect ZUO Xunsheng	For	Against
Vote Note: There is insufficient female representation on the board of directors.		
7 Elect LAM Yiu Kin	For	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. There is insufficient female representation on the board of directors.		
8 Appointment of Auditor and Authority to Set Fees	For	For



9	Authority to Issue Shares w/o Preemptive Rights	For	Against
Vote Note: Issue price discount not disclosed; Potential dilution exceeds recommended threshold			
10	Authority to Repurchase Shares	For	For
11	Authority to Issue Repurchased Shares	For	Against
Vote Note: Issue price discount not disclosed			

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	211,600	872408000	211,600	0	IPC ESG	Umweltbank
Totals	211,600		211,600	0		

Comcast Corp

Voted Ballot Created	04/29/2023	Ballot Status	Confirmed	Decision Status	Approved
Vote Deadline Date Contested	06/06/2023	Record Date Agenda Type	No	04/03/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-20030N101				CMCSA US
					Share Blocking No Country Of Trade US

Annual Meeting Agenda (06/07/2023)

	Mgmt Rec	Vote Cast
1 Election of Directors		
1.1 Elect Kenneth J. Bacon	For	Withhold
Vote Note: There is insufficient female representation on the board of directors.		
1.2 Elect Thomas J. Baltimore, Jr.	For	Withhold
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.		
1.3 Elect Madeline S. Bell	For	Withhold
Vote Note: There is insufficient female representation on the board of directors.		
1.4 Elect Edward D. Breen	For	For
1.5 Elect Gerald L. Hassell	For	For
1.6 Elect Jeffrey A. Honickman	For	Withhold
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. There is insufficient female representation on the board of directors.		
1.7 Elect Maritza Gomez Montiel	For	For
1.8 Elect Asuka Nakahara	For	For
1.9 Elect David C. Novak	For	For
1.10 Elect Brian L. Roberts	For	For
2 Ratification of Auditor	For	Against
Vote Note: Excessive Auditor Tenure.		
3 Approval of the 2023 Omnibus Equity Incentive Plan	For	For
4 Amendment to the 2002 Employee Stock Purchase Plan	For	For
5 Advisory Vote on Executive Compensation	For	For
6 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
 7 Shareholder Proposal Regarding Racial Equity Audit	Against	For
 8 Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Default Options	Against	Against

<p>(SHP) 9 Shareholder Proposal Regarding GHG Targets and Alignment with Paris Agreement</p> <p>(SHP) 10 Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency</p> <p>(SHP) 11 Shareholder Proposal Regarding Report on Corporate Operations with China</p>	<p>Against</p> <p>Against</p> <p>Against</p>	<p>For</p> <p>Against</p> <p>Against</p>
<p>Vote Note:GHG reduction targets can help mitigate environmental impact and mitigate attendant risks</p> <p>Vote Note:Shareholder proposal is anti-social.</p>		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	6,700	872408000	6,700	0	IPC ESG	Umweltbank
Totals	6,700		6,700	0		

Computer Programs & Systems Inc

Voted Ballot Created	04/01/2023	Ballot Status	Confirmed	Decision Status	Approved
Vote Deadline Date Contested	05/10/2023	Record Date Agenda Type	No	03/17/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-205306103				CPSI US
					Share Blocking No Country Of Trade US

Annual Meeting Agenda (05/11/2023)

	Mgmt Rec	Vote Cast
1 Elect Regina M. Benjamin	For	Against
Vote Note: Does not disclose EE01 reporting.		
2 Elect David A. Dye	For	For
3 Elect Christopher T. Hjelm	For	For
4 Advisory Vote on Executive Compensation	For	Against
Vote Note: No tie between compensation and sustainability.		
5 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
6 Ratification of Auditor	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	5,100	872408000	5,100	0	IPC ESG	Umweltbank
Totals	5,100		5,100	0		

Comsys Holdings Co

Voted Ballot Created	06/07/2023	Ballot Status	Confirmed	Decision Status	Approved
Vote Deadline Date Contested	06/16/2023	Record Date Agenda Type	No	03/31/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CINS-J5890P106				1721 JP
					Share Blocking No Country Of Trade JP

Annual Meeting Agenda (06/29/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Allocation of Profits/Dividends	For	For
3 Amendments to Articles	For	For
4 Elect Takashi Kagaya	For	For
5 Elect Hiroshi Tanabe	For	For
6 Elect Hideyuki Noike	For	For
7 Elect Kunihiko Uchide	For	For

8	Elect Toru Mashimo	For	For
9	Elect Atsushi Yasunaga	For	Against
10	Elect Kenichi Nakatogawa	For	For
11	Elect Hiroyuki Asai	For	For
12	Elect Kyoko Ichikawa	For	For
13	Elect Masaya Hirano	For	For
14	Equity Compensation Plan	For	For

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.

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	8,100	872408000	8,100	0	IPC ESG	Umweltbank
Totals	8,100		8,100	0		

Cooper Companies, Inc.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	02/23/2023	Ballot Voted	03/11/2023	
Vote Deadline Date	03/14/2023	Record Date	01/19/2023	Ticker
Contested	No	Agenda Type	Mgmt	Country Of Origin
Ballot Sec ID	CUSIP9-216648402			COO US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (03/15/2023)

	Mgmt Rec	Vote Cast
1 Elect Colleen E. Jay	For	For
2 Elect William A. Kozy	For	Against
Vote Note: Does not disclose EE01 reporting.		
3 Elect Cynthia L. Lucchese	For	For
4 Elect Teresa S. Madden	For	For
5 Elect Gary S. Petersmeyer	For	For
6 Elect Maria Rivas	For	For
7 Elect Robert S. Weiss	For	For
8 Elect Albert G. White III	For	For
9 Ratification of Auditor	For	Against
Vote Note: Excessive Auditor Tenure.		
10 Approval of the 2023 Long-Term Incentive Plan	For	For
11 Advisory Vote on Executive Compensation	For	For
12 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	200	872408000	200	0	IPC ESG	Umweltbank
Totals	200		200	0		

CSL Ltd.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	09/02/2023	Ballot Voted	09/18/2023	
Vote Deadline Date	09/21/2023	Record Date	10/09/2023	Ticker
Contested	No	Agenda Type	Mgmt	Country Of Origin
Ballot Sec ID	CINS-Q3018U109			CSL AU
				Share Blocking No Country Of Trade AU

Annual Meeting Agenda (10/11/2023)

Mgmt Rec	Vote Cast
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1	Non-Voting Meeting Note		
2	Non-Voting Agenda Item		
3	Appoint Auditor	For	For
4	Re-elect Carolyn Hewson	For	For
5	Remuneration Report	For	For
6	Equity Grant (MD/CEO Paul McKenzie)	For	For
7	Non-Voting Meeting Note		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,200	872408000	1,200	0	IPC ESG	Umweltbank
Totals	1,200		1,200	0		



Elevance Health Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	04/01/2023	Ballot Voted	05/06/2023			
Vote Deadline Date Contested	05/09/2023 No	Record Date Agenda Type	03/17/2023 Mgmt	Ticker Country Of Origin	ELV US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-036752103					

Annual Meeting Agenda (05/10/2023)

	Mgmt Rec	Vote Cast
1	Elect Gail K. Boudreaux	For
2	Elect R. Kerry Clark	For
3	Elect Robert L. Dixon, Jr.	For
4	Elect Deanna Strable-Soethout	For
5	Advisory Vote on Executive Compensation	For
6	Frequency of Advisory Vote on Executive Compensation	1 Year
7	Ratification of Auditor	For

Vote Note:Excessive Auditor Tenure.

 8	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For
Vote Note: A 10% threshold for calling a special meeting is appropriate			
 9	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against	Against

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	800	872408000	800	0	IPC ESG	Umweltbank
Totals	800		800	0		

Elisa Oyj

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	02/14/2023	Ballot Voted	03/24/2023			
Vote Deadline Date Contested	03/27/2023 No	Record Date Agenda Type	03/24/2023 Mgmt	Ticker Country Of Origin	ELI1V FI	Share Blocking No Country Of Trade FI
Ballot Sec ID	CINS-X1949T102					

Annual Meeting Agenda (04/05/2023)

	Mgmt Rec	Vote Cast
1	Non-Voting Meeting Note	
2	Non-Voting Meeting Note	
3	Non-Voting Meeting Note	
4	Non-Voting Meeting Note	
5	Non-Voting Agenda Item	

6	Non-Voting Agenda Item		
7	Non-Voting Agenda Item		
8	Non-Voting Agenda Item		
9	Non-Voting Agenda Item		
10	Non-Voting Agenda Item		
11	Accounts and Reports	For	For
12	Allocation of Profits/Dividends	For	For
13	Ratification of Board and CEO Acts	For	For
14	REMUNERATION REPORT	For	Against

Vote Note:Insufficient response to shareholder dissent

15	Non-Voting Agenda Item		
16	Directors' Fees	For	For
17	Board Size	For	For
18	Election of Directors	For	For
19	Authority to Set Auditor's Fees	For	For
20	Appointment of Auditor	For	For
21	Amendments to Articles	For	For
22	Authority to Repurchase Shares	For	For
23	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
24	Non-Voting Agenda Item		
25	Non-Voting Meeting Note		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	2,500	872408000	2,500	0	IPC ESG	Umweltbank
Totals	2,500		2,500	0		

Employers Holdings Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/15/2023	Ballot Voted	05/23/2023	
Vote Deadline Date Contested	05/24/2023 No	Record Date Agenda Type	03/27/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-292218104			EIG US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (05/25/2023)

	Mgmt Rec	Vote Cast	
1	Elect Katherine H Antonello	For	For
2	Elect Joao M. de Figueriredo	For	For
3	Elect Prasanna G. Dhoré	For	For
4	Elect Barbara A. Higgins	For	For
5	Elect James R. Kroner	For	For
6	Elect Michael J. McColgan	For	For
7	Elect Michael J. McSally	For	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. No GHG targets in place.

8	Elect Jeanne L. Mockard	For	For
9	Elect Alejandro Perez-Tenessa	For	For
10	Advisory Vote on Executive Compensation	For	Against

Vote Note:No tie between compensation and sustainability.

11	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
12	Ratification of Auditor	For	Against

Vote Note:Excessive Auditor Tenure.

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,900	872408000	1,900	0	IPC ESG	Umweltbank
Totals	1,900		1,900	0		

Exelixis Inc

Unvoted Ballot Created	05/09/2023	Ballot Status	Unsent Ballot Voted	Decision Status	Take No Action		
Vote Deadline Date Contested	05/30/2023 Yes	Record Date Agenda Type	04/03/2023 Mgmt	Ticker Country Of Origin	EXEL US	Share Blocking Country Of Trade	No US
Ballot Sec ID	CUSIP9-30161Q104						

Annual Meeting Agenda (05/31/2023)





	Mgmt Rec	Vote Cast
1 Elect Maria C. Freire	For	TNA
2 Elect Alan M. Garber	For	TNA
3 Elect Michael M. Morrissey	For	TNA
4 Elect Stelios Papadopoulos	For	TNA
5 Elect George H. Poste	For	TNA
6 Elect Julie Anne Smith	For	TNA
7 Elect Lance Willsey	For	TNA
8 Elect Jacqueline Wright	For	TNA
9 Elect Jack L. Wyszomierski	For	TNA
10 Elect Tomas J. Heyman	For	TNA
11 Elect Robert (Bob) Oliver, Jr.	For	TNA
12 Elect David E. Johnson	For	TNA
13 Ratification of Auditor	For	TNA
14 Advisory Vote on Executive Compensation	For	TNA
15 Frequency of Advisory Vote on Executive Compensation	1 Year	TNA

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	6,000	872408000	6,000	0	IPC ESG	Umweltbank
Totals	6,000		6,000	0		

Exelixis Inc

Voted Ballot Created	05/09/2023	Ballot Status	Confirmed Ballot Voted	Decision Status	Approved		
Vote Deadline Date Contested	05/30/2023 Yes	Record Date Agenda Type	04/03/2023 Opp	Ticker Country Of Origin	EXEL US	Share Blocking Country Of Trade	No US
Ballot Sec ID	CUSIP9-30161Q104						

Annual Meeting Agenda (05/31/2023)

	Mgmt Rec	Vote Cast
 1 Elect Thomas J. Heyman	Do Not Vote	For
Vote Note: Recommendation on Dissident Card		
 2 Elect David E. Johnson	Do Not Vote	For
Vote Note: Recommendation on Dissident Card		
 3 Elect Robert Bob Oliver, Jr.	Do Not Vote	For
Vote Note: Recommendation on Dissident Card		
 4 Elect Maria C. Freire	Do Not Vote	For
Vote Note: Recommendation on Dissident Card		

(SHP) 5	Elect Alan M. Garber	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
(SHP) 6	Elect Michael M. Morrissey	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
(SHP) 7	Elect Stelios Papadopoulos	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
(SHP) 8	Elect George Poste	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
(SHP) 9	Elect Julie Anne Smith	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
(SHP) 10	Elect Jacqueline Wright	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
(SHP) 11	Elect Jack L. Wyszomierski	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
(SHP) 12	Elect Lance Willsey	Do Not Vote	Withhold
		Vote Note: Proposal withdrawn	
13	Ratification of Auditor	Do Not Vote	Against
		Vote Note: Excessive Auditor Tenure.	
14	Advisory Vote on Executive Compensation	Do Not Vote	For
		Vote Note: Recommendation on Dissident Card	
15	Frequency of Advisory Vote on Executive Compensation	Do Not Vote	1 Year
		Vote Note: Recommendation on Dissident Card	

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	6,000	872408000	6,000	0	IPC ESG	Umweltbank
Totals	6,000		6,000	0		

Fair, Isaac Corp.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	02/23/2023	Ballot Voted	N/A	
Vote Deadline Date	02/28/2023	Record Date	01/03/2023	Ticker
Contested	No	Agenda Type	Mgmt	Country Of Origin
Ballot Sec ID	CUSIP9-303250104			FICO US
				Share Blocking No
				Country Of Trade US

Annual Meeting Agenda (03/01/2023)

	Mgmt Rec	Vote Cast
1 Elect Braden R. Kelly	For	Against
2 Elect Fabiola R. Arredondo	For	For
3 Elect James D. Kirsner	For	Against
4 Elect William J. Lansing	For	For
5 Elect Eva Manolis	For	For
6 Elect Marc F. McMorris	For	For
7 Elect Joanna Rees	For	Against
8 Elect David A. Rey	For	For
9 Advisory Vote on Executive Compensation	For	For
10 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
11 Ratification of Auditor	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	200	872408000	200	0	IPC ESG	Umweltbank
Totals	200		200	0		

Fair, Isaac Corp.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	02/15/2023	Ballot Voted	02/16/2023	
Vote Deadline Date	02/14/2023	Record Date	01/03/2023	
Contested	No	Agenda Type	Mgmt	
Ballot Sec ID	CINS-303250104			
		Ticker	FICO	Share Blocking
		Country Of Origin	US	No Country Of Trade
				US

Annual Meeting Agenda (03/01/2023)

	Mgmt Rec	Vote Cast
1 Elect Braden R. Kelly	For	Against
Vote Note: Poor diversity disclosure. Does not disclose EE01 reporting.		
2 Elect Fabiola R. Arredondo	For	For
3 Elect James D. Kirsner	For	Against
Vote Note: Poor diversity disclosure.		
4 Elect William J. Lansing	For	For
5 Elect Eva Manolis	For	For
6 Elect Marc F. McMorris	For	For
7 Elect Joanna Rees	For	Against
Vote Note: Poor diversity disclosure.		
8 Elect David A. Rey	For	For
9 Advisory Vote on Executive Compensation	For	For
10 Non-Voting Agenda Item		
11 To approve, on an advisory (non-binding) basis, the desired frequency of future advisory (non-binding) votes to approve our named executive officer compensation: please vote for on this resolution to approve 1 year	For	For
12 To approve, on an advisory (non-binding) basis, the desired frequency of future advisory (non-binding) votes to approve our named executive officer compensation: please vote for on this resolution to approve 2 years	Do Not Vote	
13 To approve, on an advisory (non-binding) basis, the desired frequency of future advisory (non-binding) votes to approve our named executive officer compensation: please vote for on this resolution to approve 3 years	Do Not Vote	
14 To approve, on an advisory (non-binding) basis, the desired frequency of future advisory (non-binding) votes to approve our named executive officer compensation: please vote for on this resolution to approve abstain	Do Not Vote	
15 Ratification of Auditor	For	For
16 Non-Voting Agenda Item		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	200	872408000	200	0	IPC ESG	Umweltbank
Totals	200		200	0		

Fisher & Paykel Healthcare Corporation Limited

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	07/08/2023	Ballot Voted	08/08/2023			
Vote Deadline Date Contested	08/09/2023 No	Record Date Agenda Type	08/25/2023 Mgmt	Ticker Country Of Origin	FPH NZ	Share Blocking No Country Of Trade NZ
Ballot Sec ID	CINS-Q38992105					

Annual Meeting Agenda (08/29/2023)

	Mgmt Rec	Vote Cast
1 Re-elect Pip Greenwood	For	For
2 Authorise Board to Set Auditor's Fees	For	For
3 Approve Increase in NED's Fee Cap	For	For
4 Equity Grant (MD/CEO Lewis Gradon - PSRs)	For	For
5 Equity Grant (MD/CEO Lewis Gradon - Options)	For	For
6 Non-Voting Meeting Note		

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	5,900	872408000	5,900	0	IPC ESG	Umweltbank
Totals	5,900		5,900	0		

Helen of Troy Ltd

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	07/06/2023	Ballot Voted	08/12/2023			
Vote Deadline Date Contested	08/15/2023 No	Record Date Agenda Type	06/21/2023 Mgmt	Ticker Country Of Origin	HELE BM	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-G4388N106					

Annual Meeting Agenda (08/16/2023)

	Mgmt Rec	Vote Cast
1 Elect Julien R. Mininberg	For	For
2 Elect Timothy F. Meeker	For	Against
Vote Note: Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.		
3 Elect Krista L. Berry	For	For
4 Elect Vincent D. Carson	For	For
5 Elect Thurman K. Case	For	For
6 Elect Tabata L. Gomez	For	For
7 Elect Elena B. Otero	For	For
8 Elect Beryl B. Raff	For	For
9 Elect Darren G. Woody	For	For
10 Advisory Vote on Executive Compensation	For	Against
Vote Note: No tie between compensation and sustainability.		
11 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
12 Ratification of Auditor	For	For

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,800	872408000	1,800	0	IPC ESG	Umweltbank
Totals	1,800		1,800	0		

HKBN Ltd.

Voted Confirmed **Decision Status** Approved
Ballot Created 04/05/2023 **Ballot Voted** 04/17/2023
Vote Deadline Date 04/20/2023 **Record Date** 04/24/2023 **Ticker** 01310
Contested No **Agenda Type** Mgmt **Country Of Origin** KY **Share Blocking** No
Country Of Trade KY
Ballot Sec ID CINS-G45158105

Special Meeting Agenda (04/28/2023)

		Mgmt Rec	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Amendment of Co-Ownership Plan IV and Authority to Issue Shares under Specific Mandate	For	Against
	Vote Note: Change of control provision		
4	Authority to grant RSUs to YEUNG Chu Kwong under the Co-Ownership Plan IV	For	Against
	Vote Note: Change of control provision		
5	Authority to grant RSUs to LAI Ni Quiaque under the Co-Ownership Plan IV	For	Against
	Vote Note: Change of control provision		

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	132,900	872408000	132,900	0	IPC ESG	Umweltbank
Totals	132,900		132,900	0		

HKBN Ltd.

Voted Confirmed **Decision Status** Approved
Ballot Created 11/16/2023 **Ballot Voted** 12/04/2023
Vote Deadline Date 12/07/2023 **Record Date** 12/11/2023 **Ticker** 01310
Contested No **Agenda Type** Mgmt **Country Of Origin** KY **Share Blocking** No
Country Of Trade KY
Ballot Sec ID CINS-G45158105

Annual Meeting Agenda (12/15/2023)

		Mgmt Rec	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Accounts and Reports	For	For
4	Allocation of Dividends	For	For
5	Elect William YEUNG Chu Kwong	For	For
6	Elect ZHANG Liyang	For	Against
	Vote Note: Insufficient audit committee independence		
7	Elect Kitty CHUNG Kit Yi	For	For
8	Elect Anna CHEUNG Ming Ming	For	For
9	Directors' Fees	For	For
10	Appointment of Auditor and Authority to Set Fees	For	For
11	Authority to Issue Shares w/o Preemptive Rights	For	Against
	Vote Note: Issue price discount not disclosed		
12	Authority to Repurchase Shares	For	For
13	Authority to Issue Repurchased Shares	For	Against
	Vote Note: Issue price discount not disclosed		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	132,900	872408000	132,900	0	IPC ESG	Umweltbank
Totals	132,900		132,900	0		

HKT Trust

Voted Ballot Created	04/01/2023	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	04/01/2023	Ballot Voted	05/19/2023				
Vote Deadline Date Contested	05/22/2023 No	Record Date Agenda Type	05/24/2023 Mgmt	Ticker Country Of Origin	06823 KY	Share Blocking No Country Of Trade	HK
Ballot Sec ID	CINS-Y3R29Z107						

Annual Meeting Agenda (05/31/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Non-Voting Meeting Note		
3 Accounts and Reports	For	For
4 Allocation of Profits/Dividends	For	For
5 Elect Susanna HUI Hon Hing	For	For
6 Elect Mico CHUNG Cho Yee	For	For
7 Elect Aman S. Mehta	For	For
8 Directors' Fees	For	For
9 Appointment of Auditor and Authority to Set Fees	For	For
10 Authority to Issue Share Stapled Units w/o Preemptive Rights	For	Against

Vote Note:Potential dilution exceeds recommended threshold; Issue price discount not disclosed

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	61,800	872408000	61,800	0	IPC ESG	Umweltbank
Totals	61,800		61,800	0		

Hologic, Inc.

Voted Ballot Created	02/22/2023	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	02/22/2023	Ballot Voted	02/22/2023				
Vote Deadline Date Contested	03/08/2023 No	Record Date Agenda Type	01/11/2023 Mgmt	Ticker Country Of Origin	HOLX US	Share Blocking No Country Of Trade	US
Ballot Sec ID	CUSIP9-436440101						

Annual Meeting Agenda (03/09/2023)

	Mgmt Rec	Vote Cast
1 Elect Stephen P. MacMillan	For	For
2 Elect Sally W. Crawford	For	For
3 Elect Charles J. Dockendorff	For	For
4 Elect Scott T. Garrett	For	For
5 Elect Ludwig N. Hantson	For	For
6 Elect Namal Nawana	For	For
7 Elect Christina Stamoulis	For	For
8 Elect Stacey D. Stewart	For	For
9 Elect Amy M. Wendell	For	For
10 Advisory Vote on Executive Compensation	For	Against
Vote Note: Concerning pay practices		
11 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
12 Amendment to the 2008 Equity Incentive Plan	For	For

13	Amendment to the 2012 Employee Stock Purchase Plan	For	For
14	Ratification of Auditor	For	Against

Vote Note:Excessive Auditor Tenure.

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,300	872408000	1,300	0	IPC ESG	Umweltbank
Totals	1,300		1,300	0		

Humana Inc.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	03/09/2023	Ballot Voted	04/16/2023	
Vote Deadline Date Contested	04/19/2023 No	Record Date Agenda Type	02/28/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-444859102			HUM US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (04/20/2023)

	Mgmt Rec	Vote Cast
1 Elect Raquel C. Bono	For	For
2 Elect Bruce Broussard	For	For
3 Elect Frank A. D'Amelio	For	Against
Vote Note: There is insufficient female representation on the board of directors.		
4 Elect David T. Feinberg	For	For
5 Elect Wayne A.I. Frederick	For	For
6 Elect John W. Garratt	For	For
7 Elect Kurt J. Hilzinger	For	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.		
8 Elect Karen W. Katz	For	Against
Vote Note: There is insufficient female representation on the board of directors.		
9 Elect Marcy S. Klevorn	For	For
10 Elect William J. McDonald	For	For
11 Elect Jorge S. Mesquita	For	For
12 Elect Brad D. Smith	For	For
13 Ratification of Auditor	For	Against
Vote Note: Excessive Auditor Tenure.		
14 Advisory Vote on Executive Compensation	For	For
15 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	200	872408000	200	0	IPC ESG	Umweltbank
Totals	200		200	0		

Innoviva Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	05/03/2023	Ballot Voted	05/16/2023			
Vote Deadline Date Contested	05/19/2023 No	Record Date Agenda Type	04/20/2023 Mgmt	Ticker Country Of Origin	INVA US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-45781M101					

Annual Meeting Agenda (05/22/2023)

		Mgmt Rec	Vote Cast
1	Elect Deborah L. Birx	For	Against
Vote Note: Insufficient oversight of E&S issues.			
2	Elect Mark A. DiPaolo	For	For
3	Elect Jules A. Haimovitz	For	Against
Vote Note: Insufficient oversight of E&S issues.			
4	Elect Odysseas D. Kostas	For	For
5	Elect Sarah J. Schlesinger	For	Against
Vote Note: Insufficient oversight of E&S issues. Does not disclose EE01 reporting.			
6	Elect Sapna Srivastava	For	For
7	Advisory Vote on Executive Compensation	For	Against
Vote Note: No tie between compensation and sustainability.			
8	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
9	Ratification of Auditor	For	For
10	Approval of the 2023 Employee Stock Purchase Plan	For	For

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	10,100	872408000	10,100	0	IPC ESG	Umweltbank
Totals	10,100		10,100	0		

M3, Inc.

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	06/07/2023	Ballot Voted	06/12/2023			
Vote Deadline Date Contested	06/15/2023 No	Record Date Agenda Type	03/31/2023 Mgmt	Ticker Country Of Origin	2413 JP	Share Blocking No Country Of Trade JP
Ballot Sec ID	CINS-J4697J108					

Annual Meeting Agenda (06/28/2023)

		Mgmt Rec	Vote Cast
1	Elect Itaru Tanimura	For	For
2	Elect Akihiko Tomaru	For	For
3	Elect Eiji Tsuchiya	For	For
4	Elect Kazuyuki Izumiya	For	For
5	Elect Rie Nakamura @ Rie Nishimura	For	For
6	Elect Yoshinao Tanaka	For	For
7	Elect Satoshi Yamazaki	For	For
8	Elect Kenichiro Yoshida	For	For
9	Elect Yusuke Tsugawa	For	For

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	3,200	872408000	3,200	0	IPC ESG	Umweltbank

Totals

3,200

3,200

0

Medpace Holdings Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	04/06/2023	Ballot Voted	05/15/2023			
Vote Deadline Date Contested	05/18/2023 No	Record Date Agenda Type	03/23/2023 Mgmt	Ticker Country Of Origin	MEDP US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-58506Q109					

Annual Meeting Agenda (05/19/2023)

- 1 Election of Directors
 - 1.1 Elect Brian T. Carley

For Withhold

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. Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.

- 1.2 Elect Femida H. Gwadry-Sridhar

For Withhold

Vote Note:Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.

- 1.3 Elect Robert O. Kraft

For Withhold

Vote Note:Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.

- 2 Ratification of Auditor

For Against

Vote Note:Excessive Auditor Tenure.

- 3 Advisory Vote on Executive Compensation

For Against

Vote Note:No tie between compensation and sustainability.

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	700	872408000	700	0	IPC ESG	Umweltbank
Totals	700		700	0		

Medtronic Plc

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	09/08/2023	Ballot Voted	10/15/2023			
Vote Deadline Date Contested	10/18/2023 No	Record Date Agenda Type	08/25/2023 Mgmt	Ticker Country Of Origin	MDT IE	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-G5960L103					

Annual Meeting Agenda (10/19/2023)

- 1 Elect Craig Arnold
- 2 Elect Scott C. Donnelly
- 3 Elect Lidia L. Fonseca
- 4 Elect Andrea J. Goldsmith
- 5 Elect Randall J. Hogan, III
- 6 Elect Gregory P. Lewis
- 7 Elect Kevin E. Lofton
- 8 Elect Geoffrey Straub Martha
- 9 Elect Elizabeth G. Nabel
- 10 Elect Denise M. O'Leary

For For
 For For
 For For
 For For
 For For
 For For
 For For
 For For
 For For
 For For
 For Against

Vote Note:Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.

11	Elect Kendall J. Powell	For	Against
	Vote Note: Affiliate/Insider on compensation committee		
12	Appointment of Auditor and Authority to Set Fees	For	Against
	Vote Note: Excessive Auditor Tenure.		
13	Advisory Vote on Executive Compensation	For	For
14	Approval of the 2024 Employee Stock Purchase Plan	For	For
15	Authority to Issue Shares w/ Preemptive Rights	For	For
16	Authority to Issue Shares w/o Preemptive Rights	For	For
17	Authority to Repurchase Shares	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	2,900	872408000	2,900	0	IPC ESG	Umweltbank
Totals	2,900		2,900	0		

Mettler-Toledo International, Inc.

Voted Ballot Created	03/16/2023	Ballot Status	Confirmed	Decision Status	Approved
Vote Deadline Date Contested	05/03/2023 No	Record Date Agenda Type	03/06/2023 Mgmt	Ticker Country Of Origin	MTD US
Ballot Sec ID	CUSIP9-592688105			Share Blocking Country Of Trade	No US

Annual Meeting Agenda (05/04/2023)

	Mgmt Rec	Vote Cast
1 Elect Robert F. Spoerry	For	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 Elect Roland Diggelmann	For	For
3 Elect Domitille Doat-Le Bigot	For	For
4 Elect Elisha W. Finney	For	For
5 Elect Richard Francis	For	For
6 Elect Michael A. Kelly	For	For
7 Elect Thomas P. Salice	For	Against
	Vote Note: Does not disclose EE01 reporting.	
8 Elect Ingrid Zhang	For	For
9 Ratification of Auditor	For	For
10 Advisory Vote on Executive Compensation	For	For
11 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	100	872408000	100	0	IPC ESG	Umweltbank
Totals	100		100	0		

Molina Healthcare Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	03/22/2023	Ballot Voted	04/29/2023			
Vote Deadline Date Contested	05/02/2023 No	Record Date Agenda Type	03/08/2023 Mgmt	Ticker Country Of Origin	MOH US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-60855R100					

Annual Meeting Agenda (05/03/2023)

		Mgmt Rec	Vote Cast
1	Elect Barbara L. Brasier	For	For
2	Elect Daniel Cooperman	For	For
3	Elect Stephen H. Lockhart	For	For
4	Elect Steven J. Orlando	For	Against

Vote Note:There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.

5	Elect Ronna E. Romney	For	Against
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Vote Note:There is insufficient female representation on the board of directors. Does not disclose EE01 reporting. Company does not report to CDP or SASB.

6	Elect Richard M. Schapiro	For	For
7	Elect Dale B. Wolf	For	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. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.

8	Elect Richard C. Zoretic	For	For
9	Elect Joseph M. Zubretsky	For	For
10	Advisory Vote on Executive Compensation	For	Against

Vote Note:Pay and performance disconnect

11	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
12	Ratification of Auditor	For	Against

Vote Note:Excessive Auditor Tenure.

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	400	872408000	400	0	IPC ESG	Umweltbank
Totals	400		400	0		

National Healthcare Corp.

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	03/30/2023	Ballot Voted	04/30/2023			
Vote Deadline Date Contested	05/03/2023 No	Record Date Agenda Type	03/07/2023 Mgmt	Ticker Country Of Origin	NHC US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-635906100					

Annual Meeting Agenda (05/04/2023)

		Mgmt Rec	Vote Cast
1	Elect W. Andrew Adams	For	For
2	Elect Ernest G. Burgess, III	For	Against

Vote Note:Insufficient oversight of E&S issues.

3	Elect Emil E. Hassan	For	Against
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Vote Note:Insufficient oversight of E&S issues.

4	Advisory Vote on Executive Compensation	For	Against
		Vote Note: No tie between compensation and sustainability.	
5	Frequency of Advisory Vote on Executive Compensation	3 Years	1 Year
		Vote Note: An annual advisory vote on executive compensation is in the best interests of shareholders	

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,100	872408000	1,100	0	IPC ESG	Umweltbank
Totals	1,100		1,100	0		

Nihon Kohden Corporation

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	06/07/2023	Ballot Voted	06/12/2023	
Vote Deadline Date Contested	06/15/2023 No	Record Date Agenda Type	03/31/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CINS-J50538115		6849 JP	Share Blocking No Country Of Trade JP

Annual Meeting Agenda (06/28/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Allocation of Profits/Dividends	For	For
3 Elect Hirokazu Ogino	For	For
4 Elect Takashi Tamura	For	For
5 Elect Tadashi Hasegawa	For	For
6 Elect Eiichi Tanaka	For	For
7 Elect Yasuhiro Yoshitake	For	For
8 Elect Hiroyuki Satake	For	For
9 Elect Kanako Muraoka	For	For
10 Elect Hidemitsu Sasaya	For	For
11 Elect Shigeru Hirata as Audit Committee Director	For	Against

Vote Note:Audit committee chair not independent

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	3,600	872408000	3,600	0	IPC ESG	Umweltbank
Totals	3,600		3,600	0		

Nippon Telegraph & Telephone Corp.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	06/01/2023	Ballot Voted	06/06/2023	
Vote Deadline Date Contested	06/09/2023 No	Record Date Agenda Type	03/31/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CINS-J59396101		9432 JP	Share Blocking No Country Of Trade JP

Annual Meeting Agenda (06/22/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Allocation of Profits/Dividends	For	For
3 Elect Keiichiro Yanagi	For	For
4 Elect Kanae Takahashi	For	For
5 Elect Hideki Kanda	For	For
6 Elect Kaoru Kashima @ Kaoru Taya	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	11,400	872408000	11,400	0	IPC ESG	Umweltbank
Totals	11,400		11,400	0		

Novartis AG

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	02/14/2023	Ballot Voted	02/24/2023			
Vote Deadline Date Contested	02/27/2023 No	Record Date Agenda Type	03/02/2023 Mgmt	Ticker Country Of Origin	NOVN CH	Share Blocking No Country Of Trade CH
Ballot Sec ID	CINS-H5820Q150					

Annual Meeting Agenda (03/07/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Non-Voting Meeting Note		
3 Non-Voting Meeting Note		
4 Accounts and Reports	For	For
5 Ratification of Board and Management Acts	For	For
6 Allocation of Profits/Dividends	For	For
7 Cancellation of Shares and Reduction in Share Capital	For	For
8 Authority to Repurchase Shares	For	For
9 Amendments to Articles (Virtual General Meetings)	For	For
10 Amendments to Articles (Miscellaneous)	For	For
11 Amendments to Articles (Alignment with Law)	For	For
12 Board Compensation	For	For
13 Executive Compensation	For	For
14 Compensation Report	For	For
15 Elect Jörg Reinhardt as Board Chair	For	For
16 Elect Nancy C. Andrews	For	For
17 Elect Ton Büchner	For	For
18 Elect Patrice Bula	For	For
19 Elect Elizabeth Doherty	For	For
20 Elect Bridgette P. Heller	For	For
21 Elect Daniel Hochstrasser	For	For
22 Elect Frans van Houten	For	For
23 Elect Simon Moroney	For	For
24 Elect Ana de Pro Gonzalo	For	For
25 Elect Charles L. Sawyers	For	For
26 Elect William T. Winters	For	For
27 Elect John D. Young	For	For
28 Elect Patrice Bula as Compensation Committee Member	For	For
29 Elect Bridgette P. Heller as Compensation Committee Member	For	For
30 Elect Simon Moroney as Compensation Committee Chair	For	For
31 Elect William T. Winters as Compensation Committee Member	For	For
32 Appointment of Auditor	For	For
33 Appointment of Independent Proxy	For	For
34 Transaction of Other Business		Against

Vote Note: Granting unfettered discretion is unwise

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	5,500	872408000	5,500	0	IPC ESG	Umweltbank

Totals

5,500

5,500

0

Ono Pharmaceutical Co. Ltd

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	05/31/2023	Ballot Voted	06/06/2023			
Vote Deadline Date Contested	06/09/2023 No	Record Date Agenda Type	03/31/2023 Mgmt	Ticker Country Of Origin	4528 JP	Share Blocking No Country Of Trade JP
Ballot Sec ID	CINS-J61546115					

Annual Meeting Agenda (06/22/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Allocation of Profits/Dividends	For	For
3 Elect Gyo Sagara	For	For
4 Elect Toshihiro Tsujinaka	For	For
5 Elect Toichi Takino	For	For
6 Elect Kiyoaki Idemitsu	For	For
7 Elect Masao Nomura	For	For
8 Elect Akiko Okuno	For	For
9 Elect Shusaku Nagae	For	For
10 Elect Hironobu Tanisaka	For	Against
Vote Note: Statutory auditor board is not sufficiently independent		
11 Elect Akiko Tanabe	For	For
12 Statutory Auditors' Fees	For	For

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	3,600	872408000	3,600	0	IPC ESG	Umweltbank
Totals	3,600		3,600	0		

Orion OSJ

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	02/14/2023	Ballot Voted	03/10/2023			
Vote Deadline Date Contested	03/13/2023 No	Record Date Agenda Type	03/10/2023 Mgmt	Ticker Country Of Origin	ORNBV FI	Share Blocking No Country Of Trade FI
Ballot Sec ID	CINS-X6002Y112					

Annual Meeting Agenda (03/22/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Non-Voting Meeting Note		
3 Non-Voting Meeting Note		
4 Non-Voting Agenda Item		
5 Non-Voting Agenda Item		
6 Non-Voting Agenda Item		
7 Non-Voting Agenda Item		
8 Non-Voting Agenda Item		
9 Non-Voting Agenda Item		
10 Accounts and Reports	For	For
11 Allocation of Profits/Dividends	For	For
12 Ratification of Board and CEO Acts	For	For
13 Remuneration Report	For	For
14 Directors' Fees	For	For
15 Board Size	For	For
16 Election of Directors	For	For
17 Authority to Set Auditor's Fees	For	For
18 Appointment of Auditor	For	For
19 Amendments to Articles	For	For

20	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
21	Non-Voting Agenda Item		
22	Non-Voting Meeting Note		
23	Non-Voting Meeting Note		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	3,600	872408000	3,600	0	IPC ESG	Umweltbank
Totals	3,600		3,600	0		

Ossur hf.

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	02/18/2023	Ballot Voted	03/04/2023			
Vote Deadline Date	03/07/2023	Record Date	03/05/2023	Ticker	OSSR	Share Blocking
Contested	No	Agenda Type	Mgmt	Country Of Origin	IS	No Country Of Trade IS
Ballot Sec ID	CINS-X6026B106					

Annual Meeting Agenda (03/10/2023)

	Mgmt Rec	Vote Cast
1		
2		
3	For	For
4	For	For
5		
6	For	For
7	For	For
8	For	For
9	For	For
10	For	For
11	For	For
12	For	Against
	Vote Note: Insufficient oversight of E&S issues.	
13	For	Against
	Vote Note: Insufficient oversight of E&S issues.	
14	For	For
15	For	For
16	For	For
17	For	For
18	For	For
19	For	For
20	For	For
21		
22		
23		
24		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	36,900	872408000	36,900	0	IPC ESG	Umweltbank
Totals	36,900		36,900	0		

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	04/01/2023	Ballot Voted	05/19/2023			
Vote Deadline Date Contested	05/22/2023 No	Record Date Agenda Type	05/24/2023 Mgmt	Ticker Country Of Origin	00008 HK	Share Blocking No Country Of Trade HK
Ballot Sec ID	CINS-Y6802P120					

Annual Meeting Agenda (05/31/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Non-Voting Meeting Note		
3 Accounts and Reports	For	For
4 Allocation of Profits/Dividends	For	For
5 Elect Susanna HUI Hon Hing	For	For
6 Elect Aman S. Mehta	For	Against

Vote Note:Audit committee chair not independent; Non-audit fees exceed audit fees; Compensation committee chair not independent; Nominating committee chair not independent

7 Elect David Christopher Chance	For	For
8 Elect Sharhan Mohamed Muhseen Mohamed	For	For
9 Directors' Fees	For	For
10 Appointment of Auditor and Authority to Set Fees	For	Against

Vote Note:Excessive non-audit fees

11 Authority to Issue Shares w/o Preemptive Rights	For	Against
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Vote Note:Issue price discount not disclosed; Potential dilution exceeds recommended threshold

12 Authority to Repurchase Shares	For	For
13 Authority to Issue Repurchased Shares	For	Against

Vote Note:Issue price discount not disclosed

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	296,400	872408000	296,400	0	IPC ESG	Umweltbank
Totals	296,400		296,400	0		

Perdoceo Education Corporation

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	04/12/2023	Ballot Voted	05/21/2023			
Vote Deadline Date Contested	05/24/2023 No	Record Date Agenda Type	03/27/2023 Mgmt	Ticker Country Of Origin	PRDO US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-71363P106					

Annual Meeting Agenda (05/25/2023)

	Mgmt Rec	Vote Cast
1 Elect Dennis H. Chookaszian	For	Against
2 Elect Kenda B. Gonzales	For	For
3 Elect Patrick W. Gross	For	For
4 Elect William D. Hansen	For	Against

Vote Note:Insufficient oversight of E&S issues.

Vote Note:Insufficient oversight of E&S issues.

5 Elect Andrew H. Hurst	For	For
6 Elect Gregory L. Jackson	For	Against

Vote Note:Insufficient oversight of E&S issues.

7	Elect Todd S. Nelson	For	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. No GHG targets in place.		
8	Elect Leslie T. Thornton	For	Against
	Vote Note: Insufficient oversight of E&S issues. Does not disclose EE01 reporting.		
9	Elect Alan D. Wheat	For	Against
	Vote Note: Insufficient oversight of E&S issues.		
10	Advisory Vote on Executive Compensation	For	For
11	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
12	Ratification of Auditor	For	For
13	Amendment to Articles to Limit the Liability of Certain Officers	For	Against
	Vote Note: Amendment is not in best interests of shareholders		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	6,900	872408000	6,900	0	IPC ESG	Umweltbank
Totals	6,900		6,900	0		

Premier Inc

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	10/19/2023	Ballot Voted	11/27/2023	
Vote Deadline Date Contested	11/30/2023 No	Record Date Agenda Type	10/04/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-74051N102			PINC US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (12/01/2023)

	Mgmt Rec	Vote Cast
1 Election of Directors		
1.1 Elect John T. Bigalke	For	For
1.2 Elect Helen M. Boudreau	For	For
1.3 Elect Marc D. Miller	For	Withhold
	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 Ratification of Auditor	For	Against
	Vote Note: Excessive Auditor Tenure.	
3 Approval of the 2023 Equity Incentive Plan	For	For
4 Advisory Vote on Executive Compensation	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	4,300	872408000	4,300	0	IPC ESG	Umweltbank
Totals	4,300		4,300	0		

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	06/01/2023	Ballot Voted	06/13/2023			
Vote Deadline Date Contested	06/16/2023 No	Record Date Agenda Type	05/25/2023 Mgmt	Ticker Country Of Origin	QGEN NL	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9- N72482123					

Annual Meeting Agenda (06/22/2023)

	Mgmt Rec	Vote Cast
1	Opening	For
2	Management Board Report	For
3	Ratification of Management Board Acts	For
4	Ratification of Supervisory Board Acts	For
5	Elect Metin Colpan	For
6	Elect Toralf Haag	For
7	Elect Ross L. Levine	For
8	Elect Elaine Mardis	For
9	Elect Eva Pisa	For
10	Elect Lawrence A. Rosen	For
		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. Does not disclose EE01 reporting.

11	Elect Stephen H. Rusckowski	For
12	Elect Elizabeth E. Tallett	For
13	Elect Thierry Bernard	For
14	Elect Roland Sackers	For
15	Appointment of Auditor	For
16	Authority to Issue Shares w/ Preemptive Rights	For
		Against

Vote Note:Potential dilution exceeds recommended threshold

17	Authority to Suppress Preemptive Rights	For
18	Authority to Repurchase Shares	For
19	Capitalisation of Reserves	For
20	Cancellation of Fractional Shares	For
21	Approval of the 2023 Stock Plan	For


Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	3,500	872408000	3,500	0	IPC ESG	Umweltbank
Totals	3,500		3,500	0		

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	04/07/2023	Ballot Voted	05/13/2023			
Vote Deadline Date Contested	05/16/2023 No	Record Date Agenda Type	03/20/2023 Mgmt	Ticker Country Of Origin	DGX US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9- 74834L100					

Annual Meeting Agenda (05/17/2023)

	Mgmt Rec	Vote Cast
1	Elect James E. Davis	For
2	Elect Luis Diaz, Jr.	For
3	Elect Tracey C. Doi	For
4	Elect Vicky B. Gregg	For
5	Elect Wright L. Lassiter III	For
6	Elect Timothy L. Main	For
7	Elect Denise M. Morrison	For


8	Elect Gary M. Pfeiffer	For	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.	
9	Elect Timothy M. Ring	For	For
10	Elect Gail R. Wilensky	For	For
11	Advisory Vote on Executive Compensation	For	For
12	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
13	Ratification of Auditor	For	Against
		Vote Note: Excessive Auditor Tenure.	
14	Amendment to the Long-Term Incentive Plan	For	For
 15	Shareholder Proposal Regarding GHG Targets and Alignment with Paris Agreement	Against	For
		Vote Note: GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	700	872408000	700	0	IPC ESG	Umweltbank
Totals	700		700	0		

Regeneron Pharmaceuticals, Inc.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/22/2023	Ballot Voted	06/05/2023	
Vote Deadline Date Contested	06/08/2023 No	Record Date Agenda Type	04/11/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-75886F107			REGN US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (06/09/2023)

		Mgmt Rec	Vote Cast
1	Elect Joseph L. Goldstein	For	Against
		Vote Note: There is insufficient female representation on the board of directors.	
2	Elect Christine A. Poon	For	Against
		Vote Note: There is insufficient female representation on the board of directors.	
3	Elect Craig B. Thompson	For	For
4	Elect Huda Y. Zoghbi	For	For
5	Ratification of Auditor	For	Against
		Vote Note: Excessive Auditor Tenure.	
6	Advisory Vote on Executive Compensation	For	For
7	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
 8	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Against	For
		Vote Note: Adoption of proposal can help mitigate risks associated with drug pricing	

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	400	872408000	400	0	IPC ESG	Umweltbank
Totals	400		400	0		

Retractable Technologies Inc

Voted Confirmed **Decision Status** Approved
Ballot Created 03/31/2023 **Ballot Voted** 05/05/2023
Vote Deadline Date 05/08/2023 **Record Date** 03/10/2023 **Ticker** RVP
Contested No **Agenda Type** Mgmt **Country Of Origin** US **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-76129W105

Annual Meeting Agenda (05/09/2023)

	Mgmt Rec	Vote Cast
1 Election of Directors		
1.1 Elect Marco Laterza	For	Withhold
Vote Note: Auditor not up for ratification		
1.2 Elect Amy Mack	For	For
1.3 Elect Darren E. Findley	For	For

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	58,400	872408000	58,400	0	IPC ESG	Umweltbank
Totals	58,400		58,400	0		

Revenio Group Corporation

Voted Confirmed **Decision Status** Approved
Ballot Created 03/04/2023 **Ballot Voted** 03/11/2023
Vote Deadline Date 03/14/2023 **Record Date** 03/13/2023 **Ticker** REG1V
Contested No **Agenda Type** Mgmt **Country Of Origin** FI **Share Blocking** No
Country Of Trade FI
Ballot Sec ID CINS-X7354Z103

Annual Meeting Agenda (03/23/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Non-Voting Meeting Note		
3 Non-Voting Meeting Note		
4 Non-Voting Agenda Item		
5 Non-Voting Agenda Item		
6 Non-Voting Agenda Item		
7 Non-Voting Agenda Item		
8 Non-Voting Agenda Item		
9 Non-Voting Agenda Item		
10 Accounts and Reports	For	For
11 Allocation of Profits/Dividends	For	For
12 Ratification of Board and CEO Acts	For	For
13 Remuneration Report	For	Against
Vote Note: No tie between compensation and sustainability.		
14 Non-Voting Agenda Item		
15 Directors' Fees	For	For
16 Board Size	For	For
17 Election of Directors	For	For
18 Authority to Set Auditor's Fees	For	For
19 Appointment of Auditor	For	For
20 Amendments to Articles	For	For
21 Authority to Repurchase Shares	For	For
22 Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
23 Non-Voting Agenda Item		
24 Non-Voting Meeting Note		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	2,900	872408000	2,900	0	IPC ESG	Umweltbank
Totals	2,900		2,900	0		

RMR Group Inc (The)

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	02/22/2023	Ballot Voted	03/25/2023			
Vote Deadline Date Contested	03/28/2023 No	Record Date Agenda Type	01/11/2023 Mgmt	Ticker Country Of Origin	RMR US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-74967R106					

Annual Meeting Agenda (03/29/2023)

	Mgmt Rec	Vote Cast
1 Elect Jennifer B. Clark	For	Withhold
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 Elect Ann D. Logan	For	Withhold
Vote Note: Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.		
3 Elect Rosen Plevneliev	For	For
4 Elect Adam D. Portnoy	For	Withhold
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.		
5 Elect Jonathan Veitch	For	Withhold
Vote Note: Does not disclose EE01 reporting.		
6 Elect Walter C. Watkins, Jr.	For	For
7 Advisory Vote on Executive Compensation	For	Against
Vote Note: No tie between compensation and sustainability.		
8 Ratification of Auditor	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	5,200	872408000	5,200	0	IPC ESG	Umweltbank
Totals	5,200		5,200	0		

SIIC Environment Holdings Ltd.

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	03/25/2023	Ballot Voted	04/17/2023			
Vote Deadline Date Contested	04/20/2023 No	Record Date Agenda Type	04/21/2023 Mgmt	Ticker Country Of Origin	BHK SG	Share Blocking No Country Of Trade SG
Ballot Sec ID	CINS-Y7938H115					

Annual Meeting Agenda (04/28/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Accounts and Reports	For	For
3 Allocations of Profits/Dividends	For	For
4 Directors' Fees	For	For
5 Elect YANG Jiangwei	For	For
6 Elect AN Hongjun	For	Against
Vote Note: There is insufficient female representation on the board of directors.		
7 Elect ZHONG Ming	For	Against
Vote Note: There is insufficient female representation on the board of directors.		

8	Elect YANG Wei	For	Against
Vote Note: Board is not sufficiently independent			
9	Appointment of Auditor and Authority to Set Fees	For	For
10	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
11	Authority to Repurchase and Reissue Shares	For	For
12	AMENDMENTS TO CONSTITUTION	For	For
13	Non-Voting Meeting Note		

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	972,800	872408000	972,800	0	IPC ESG	Umweltbank
Totals	972,800		972,800	0		

SJW Group

Voted Ballot Created	03/14/2023	Ballot Status	Confirmed	Decision Status	Approved
Vote Deadline Date Contested	04/25/2023 No	Record Date Agenda Type	03/01/2023 Mgmt	Ticker Country Of Origin	SJW US
Ballot Sec ID	CUSIP9-784305104			Share Blocking No Country Of Trade	US

Annual Meeting Agenda (04/26/2023)

	Mgmt Rec	Vote Cast
1 Elect Carl Guardino	For	For
2 Elect Mary Ann Hanley	For	For
3 Elect Heather Hunt	For	Against
Vote Note: Does not disclose EE01 reporting.		
4 Elect Rebecca A. Klein	For	For
5 Elect Gregory P. Landis	For	For
6 Elect Daniel B. More	For	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.		
7 Elect Eric W. Thornburg	For	For
8 Elect Carol P. Wallace	For	For
9 Advisory Vote on Executive Compensation	For	For
10 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
11 Approval of the 2023 Long-Term Incentive Plan	For	For
12 Approval of the 2023 Employee Stock Purchase Plan	For	For
13 Ratification of Auditor	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,300	872408000	1,300	0	IPC ESG	Umweltbank
Totals	1,300		1,300	0		

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	06/05/2023	Ballot Voted	06/05/2023			
Vote Deadline Date Contested	06/07/2023 No	Record Date Agenda Type	03/31/2023 Mgmt	Ticker Country Of Origin	9434 JP	Share Blocking No Country Of Trade JP
Ballot Sec ID	CINS-J75963132					

Annual Meeting Agenda (06/20/2023)

	Mgmt Rec	Vote Cast	
1 Non-Voting Meeting Note			
2 Amendments to Articles	For	For	
3 Elect Ken Miyauchi	For	For	
4 Elect Junichi Miyakawa	For	Against	Vote Note: Board is not sufficiently independent; Responsible for lack of board independence
5 Elect Jun Shimba	For	For	
6 Elect Yasuyuki Imai	For	For	
7 Elect Kazuhiko Fujihara	For	For	
8 Elect Masayoshi Son	For	For	
9 Elect Atsushi Horiba	For	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.
10 Elect Takehiro Kamigama	For	For	
11 Elect Kazuaki Oki	For	For	
12 Elect Kyoko Uemura	For	For	
13 Elect Naomi Koshi	For	For	
14 Elect Eiji Shimagami	For	For	
15 Elect Shuji Kojima	For	Against	Vote Note: Statutory auditor board is not sufficiently independent
16 Elect Kazuko Kimiwada	For	Against	Vote Note: Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent
17 Elect Yasuhiro Nakajima as Alternate Statutory Auditor	For	For	

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	18,600	872408000	18,600	0	IPC ESG	Umweltbank
Totals	18,600		18,600	0		

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	10/19/2023	Ballot Voted	10/29/2023			
Vote Deadline Date Contested	11/01/2023 No	Record Date Agenda Type	11/14/2023 Mgmt	Ticker Country Of Origin	SHL AU	Share Blocking No Country Of Trade AU
Ballot Sec ID	CINS-Q8563C107					

Annual Meeting Agenda (11/16/2023)

	Mgmt Rec	Vote Cast	
1 Non-Voting Meeting Note			
2 Re-elect Mark R. Compton	For	Against	Vote Note: Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
3 Re-elect Neville J. Mitchell	For	For	
4 Re-elect Suzanne Crowe	For	For	
5 Re-elect Christopher D. Wilks	For	For	
6 Remuneration Report	For	For	

7	Approval of the Employee Option Plan	For	Against
	Vote Note: Excessive Plan Limits		
8	Approval of the Performance Rights Plan	For	Against
	Vote Note: Excessive Plan Limits		
9	Equity Grant (MD/CEO Colin Goldschmidt)	For	For
10	Equity Grant (Finance Director and CFO Chris Wilks)	For	For
11	Non-Voting Agenda Item		
12	Renew Proportional Takeover Provisions	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	7,600	872408000	7,600	0	IPC ESG	Umweltbank
Totals	7,600		7,600	0		

Spark New Zealand Limited

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	10/06/2023	Ballot Voted	10/16/2023	
Vote Deadline Date	10/19/2023	Record Date	11/01/2023	Ticker
Contested	No	Agenda Type	Mgmt	Country Of Origin
Ballot Sec ID	CINS-Q8619N107			TEL NZ
				Share Blocking No Country Of Trade NZ

Annual Meeting Agenda (11/03/2023)

		Mgmt Rec	Vote Cast
1	Authority to Set Auditor's Fees		For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	26,600	872408000	26,600	0	IPC ESG	Umweltbank
Totals	26,600		26,600	0		

Starhub Limited

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/01/2023	Ballot Voted	04/10/2023	
Vote Deadline Date	04/13/2023	Record Date	04/19/2023	Ticker
Contested	No	Agenda Type	Mgmt	Country Of Origin
Ballot Sec ID	CINS-Y8152F132			CC3 SG
				Share Blocking No Country Of Trade SG

Annual Meeting Agenda (04/21/2023)

		Mgmt Rec	Vote Cast
1	Non-Voting Meeting Note		
2	Accounts and Reports	For	For
3	Elect TEO Ek Tor	For	Against
	Vote Note: Insufficient audit committee independence		
4	Elect Stephen Geoffrey Miller	For	For
5	Directors' Fees	For	For
6	Allocation of Profits/Dividends	For	For
7	Appointment of Auditor and Authority to Set Fees	For	For
8	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For

9 Authority to Grant Awards and Issue Shares under the StarHub Performance Share Plan 2014 and the StarHub Restricted Stock Plan 2014 For Against

Vote Note:Non-executive participation linked to performance

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	170,600	872408000	170,600	0	IPC ESG	Umweltbank
Totals	170,600		170,600	0		

Starhub Limited

Voted Ballot Created 04/04/2023 **Ballot Status** Confirmed **Ballot Voted** 04/10/2023 **Decision Status** Approved
Vote Deadline Date Contested 04/13/2023 No **Record Date Agenda Type** 04/19/2023 Mgmt **Ticker Country Of Origin** CC3 SG **Share Blocking No Country Of Trade** SG
Ballot Sec ID CINS-Y8152F132

Special Meeting Agenda (04/21/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Authority to Repurchase and Reissue Shares	For	For
3 Related Party Transactions	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	170,600	872408000	170,600	0	IPC ESG	Umweltbank
Totals	170,600		170,600	0		

Stryker Corp.

Voted Ballot Created 03/29/2023 **Ballot Status** Confirmed **Ballot Voted** 05/06/2023 **Decision Status** Approved
Vote Deadline Date Contested 05/09/2023 No **Record Date Agenda Type** 03/13/2023 Mgmt **Ticker Country Of Origin** SYK US **Share Blocking No Country Of Trade** US
Ballot Sec ID CUSIP9-863667101

Annual Meeting Agenda (05/10/2023)

	Mgmt Rec	Vote Cast
1 Elect Mary K. Brainerd	For	For
2 Elect Giovanni Caforio	For	For
3 Elect Srikant M. Datar	For	For
4 Elect Allan C. Golston	For	For
5 Elect Kevin A. Lobo	For	For
6 Elect Sherilyn S. McCoy	For	For
7 Elect Andrew K. Silvernail	For	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.

8 Elect Lisa M. Skeete Tatum	For	For
9 Elect Ronda E. Stryker	For	For
10 Elect Rajeev Suri	For	For
11 Ratification of Auditor	For	Against

Vote Note:Excessive Auditor Tenure.

12 Advisory Vote on Executive Compensation	For	Against
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Vote Note:Pay and performance disconnect

13	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
 14	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For

Vote Note: Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	800	872408000	800	0	IPC ESG	Umweltbank
Totals	800		800	0		

Summerset Group Holdings Limited

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	03/24/2023	Ballot Voted	04/09/2023	
Vote Deadline Date Contested	04/12/2023 No	Record Date Agenda Type	04/24/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CINS-Q8794G109			SUM NZ
				Share Blocking No Country Of Trade NZ

Annual Meeting Agenda (04/26/2023)

	Mgmt Rec	Vote Cast
1 Authority to Set Auditor's Fees	For	For
2 Re-elect Andrew G.K. Wong	For	For
3 Re-elect Venasio-Lorenzo (Vena) Crawley	For	Against
Vote Note: Insufficient oversight of E&S issues.		
4 Elect Fiona A. Oliver	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	26,700	872408000	10,700	0	IPC ESG	Umweltbank
Totals	26,700		10,700	0		

Thermo Fisher Scientific Inc.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/08/2023	Ballot Voted	05/20/2023	
Vote Deadline Date Contested	05/23/2023 No	Record Date Agenda Type	03/27/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-883556102			TMO US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (05/24/2023)

	Mgmt Rec	Vote Cast
1 Elect Marc N. Casper	For	For
2 Elect Nelson J. Chai	For	Against
Vote Note: There is insufficient female representation on the board of directors.		
3 Elect Ruby R. Chandy	For	For
4 Elect C. Martin Harris	For	Against
Vote Note: There is insufficient female representation on the board of directors.		
5 Elect Tyler Jacks	For	For
6 Elect R. Alexandra Keith	For	Against
Vote Note: There is insufficient female representation on the board of directors.		
7 Elect James C. Mullen	For	For

8	Elect Lars R. Sørensen	For	Against
		Vote Note: There is insufficient female representation on the board of directors.	
9	Elect Debora L. Spar	For	For
10	Elect Scott M. Sperling	For	For
11	Elect Dion J. Weisler	For	For
12	Advisory Vote on Executive Compensation	For	Against
		Vote Note: Pay and performance disconnect	
13	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
14	Ratification of Auditor	For	Against
		Vote Note: Excessive Auditor Tenure.	
15	Amendment to the 2013 Stock Incentive Plan	For	For
16	Approval of the 2023 Employee Stock Purchase Plan	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	900	872408000	900	0	IPC ESG	Umweltbank
Totals	900		900	0		

Universal Health Realty Income Trust

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/26/2023	Ballot Voted	06/03/2023	
Vote Deadline Date Contested	06/06/2023 No	Record Date Agenda Type	04/10/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-91359E105			UHT US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (06/07/2023)

	Mgmt Rec	Vote Cast
1 Elect Alan B. Miller	For	For
2 Elect Robert F. McCadden	For	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. Does not disclose EE01 reporting.	
3 Advisory Vote on Executive Compensation	For	Against
	Vote Note: No tie between compensation and sustainability.	
4 Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
5 Ratification of Auditor	For	Against
	Vote Note: Excessive Auditor Tenure.	

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	1,300	872408000	1,300	0	IPC ESG	Umweltbank
Totals	1,300		1,300	0		

Venture Corporation Limited

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	04/06/2023	Ballot Voted	04/16/2023			
Vote Deadline Date Contested	04/19/2023 No	Record Date Agenda Type	04/25/2023 Mgmt	Ticker Country Of Origin	V03 SG	Share Blocking No Country Of Trade SG
Ballot Sec ID	CINS-Y9361F111					

Annual Meeting Agenda (04/27/2023)

	Mgmt Rec	Vote Cast
1 Non-Voting Meeting Note		
2 Accounts and Reports	For	For
3 Allocation of Profits/Dividends	For	For
4 Elect HAN Thong Kwang	For	Against
Vote Note: Insufficient oversight of E&S issues.		
5 Directors' Fees	For	For
6 Appointment of Auditor and Authority to Set Fees	For	For
7 Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
8 Authority to Issue Shares under the Venture Corporation Executives' Share Option Scheme 2015 and the Venture Corporation Restricted Share Plan 2021	For	Against
Vote Note: Change of control provision		
9 Authority to Repurchase and Reissue Shares	For	For

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	11,900	872408000	11,900	0	IPC ESG	Umweltbank
Totals	11,900		11,900	0		

Waste Management, Inc.

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	03/29/2023	Ballot Voted	05/05/2023			
Vote Deadline Date Contested	05/08/2023 No	Record Date Agenda Type	03/14/2023 Mgmt	Ticker Country Of Origin	WM US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-94106L109					

Annual Meeting Agenda (05/09/2023)

	Mgmt Rec	Vote Cast
1 Elect Bruce E. Chinn	For	For
2 Elect James C. Fish, Jr.	For	For
3 Elect Andrés R. Gluski	For	For
4 Elect Victoria M. Holt	For	For
5 Elect Kathleen M. Mazzarella	For	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. No Net Zero targets.		
6 Elect Sean E. Menke	For	For
7 Elect William B. Plummer	For	For
8 Elect John C. Pope	For	For
9 Elect Maryrose T. Sylvester	For	For
10 Ratification of Auditor	For	Against
Vote Note: Excessive Auditor Tenure.		
11 Advisory Vote on Executive Compensation	For	Against
Vote Note: Failure to incentivize mitigation of material environmental risks.		

12	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
13	Approval of 2023 Stock Incentive Plan	For	For

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	2,200	872408000	2,200	0	IPC ESG	Umweltbank
Totals	2,200		2,200	0		

Waters Corp.

Voted	Ballot Status	Confirmed	Decision Status	Approved
Ballot Created	04/14/2023	Ballot Voted	05/19/2023	
Vote Deadline Date Contested	05/22/2023 No	Record Date Agenda Type	03/24/2023 Mgmt	Ticker Country Of Origin
Ballot Sec ID	CUSIP9-941848103			WAT US
				Share Blocking No Country Of Trade US

Annual Meeting Agenda (05/23/2023)

		Mgmt Rec	Vote Cast	
1	Elect Flemming Ørnskov	For	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. Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.			
2	Elect Linda Baddour	For	For	
3	Elect Udit Batra	For	For	
4	Elect Daniel Brennan	For	For	
5	Elect Richard H. Fearon	For	For	
6	Elect Pearl S. Huang	For	Against	
	Vote Note: Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.			
7	Elect Wei Jiang	For	For	
8	Elect Christopher A. Kuebler	For	For	
9	Elect Mark P. Vergnano	For	Against	
	Vote Note: Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.			
10	Ratification of Auditor	For	Against	
	Vote Note: Excessive Auditor Tenure.			
11	Advisory Vote on Executive Compensation	For	Against	
	Vote Note: No tie between compensation and sustainability.			
12	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	

Accounts With Shares	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	700	872408000	700	0	IPC ESG	Umweltbank
Totals	700		700	0		

Voted	Ballot Status	Confirmed	Decision Status	Approved		
Ballot Created	03/18/2023	Ballot Voted	04/25/2023			
Vote Deadline Date Contested	04/28/2023 No	Record Date Agenda Type	02/28/2023 Mgmt	Ticker Country Of Origin	YORW US	Share Blocking No Country Of Trade US
Ballot Sec ID	CUSIP9-987184108					

Annual Meeting Agenda (05/01/2023)

		Mgmt Rec	Vote Cast
1	Election of Directors		
1.1	Elect Joseph T. Hand	For	For
1.2	Elect Erin C. McGlaughlin	For	Withhold
	Vote Note: Insufficient oversight of E&S issues.		
1.3	Elect Laura T. Wand	For	For
1.4	Elect Ernest J. Waters	For	Withhold
	Vote Note: Insufficient oversight of E&S issues. Does not disclose EE01 reporting.		
2	Ratification of Auditor	For	Against
	Vote Note: Excessive Auditor Tenure.		
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	3 Years	1 Year
	Vote Note: An annual advisory vote on executive compensation is in the best interests of shareholders		

Accounts With Shares

	Shares Voted	Holdings Id	Shares Held	Shares On Loan	Policy Id	Voting Group
DZ Privatbank SA- UmweltSpektrum Mensch	3,300	872408000	3,300	0	IPC ESG	Umweltbank
Totals	3,300		3,300	0		