

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MONDI

ISIN	GB00B1CRLC47	Meeting Date	15-Jan-24
Ticker	MNDI	Deadline Date	03-Jan-24
Country	United Kingdom	Record Date	11-Jan-24
Blocking	No	Vote Date	31-Dec-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Special Dividend	Management	For	For	For
2	Share Consolidation	Management	For	For	For
3	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
4	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
5	Authority to Repurchase Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 710007	DZ Bank AG	150,000		31-Dec-23
			Totals	150,000		

INTUIT INC

ISIN	US4612021034	Meeting Date	18-Jan-24
Ticker	INTU	Deadline Date	06-Jan-24
Country	United States	Record Date	20-Nov-23
Blocking	No	Vote Date	03-Jan-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Eve Burton	Management	For	For	For

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1b.	Elect Scott D. Cook	Management	For	For	For
1c.	Elect Richard L. Dalzell	Management	For	For	For
1d.	Elect Sasan Goodarzi	Management	For	For	For
1e.	Elect Deborah Liu	Management	For	For	For
1f.	Elect Tekedra Mawakana	Management	For	For	For
1g.	Elect Suzanne Nora Johnson	Management	For	Against	Against
Vote Note: Vote against the company chair when the					
1h.	Elect Ryan Roslansky	Management	For	For	For
1i.	Elect Thomas J. Szkutak	Management	For	For	For
1j.	Elect Raul Vazquez	Management	For	For	For
1k.	Elect Eric Yuan	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
Vote Note: Excessive Auditor Tenure.					
5.	Amendment to the 2005 Equity Incentive Plan	Management	For	For	For
6.	Shareholder Proposal Regarding Report on Portfolio Risk in	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	17,500		03-Jan-24
			Totals	17,500		

ORSTED A/S

ISIN	DK0060094928	Meeting Date	05-Mar-24
Ticker	ORSTED	Deadline Date	22-Feb-24
Country	Denmark	Record Date	27-Feb-24
Blocking	No	Vote Date	22-Feb-24

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Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For
5	Allocation of Profits/Dividends	Management	For	For	For
6.1	Board Size	Management	For	For	For
6.2	Elect Lene Skole-Sørensen as Chair	Management	For	For	For
6.3	Elect Andrew R. D. Brown as Vice Chair	Management	For	For	For
6.4.1	Elect Peter Korsholm	Management	For	For	For
6.4.2	Elect Dieter Wemmer	Management	For	For	For
6.4.3	Elect Julia King	Management	For	For	For
6.4.4	Elect Annica Bresky	Management	For	For	For
7	Directors' Fees	Management	For	For	For
8.1	Appointment of Auditor	Management	For	For	For
8.2	Appointment of Sustainability Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 716887	DZ Bank AG	40,000		22-Feb-24
			Totals	40,000		

HOLOGIC, INC.

ISIN	US4364401012	Meeting Date	07-Mar-24
Ticker	HOLX	Deadline Date	24-Feb-24
Country	United States	Record Date	11-Jan-24
Blocking	No	Vote Date	21-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
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1a.	Elect Stephen P. MacMillan	Management	For	For	For
1b.	Elect Sally W. Crawford	Management	For	For	For
1c.	Elect Charles J. Dockendorff	Management	For	Against	Against
Vote Note: Vote against the company chair when the					
1d.	Elect Scott T. Garrett	Management	For	For	For
1e.	Elect Ludwig N. Hantson	Management	For	For	For
1f.	Elect Nanaz Mohtashami	Management	For	For	For
1g.	Elect Christina Stamoulis	Management	For	For	For
1h.	Elect Stacey D. Stewart	Management	For	For	For
1i.	Elect Amy M. Wendell	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
Vote Note: Pay for performance disconnect					
3.	Ratification of Auditor	Management	For	Against	Against
Vote Note: Excessive Auditor Tenure.					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	100,000		21-Feb-24
			Totals	100,000		

GN STORE NORD A.S.

ISIN	DK0010272632	Meeting Date	13-Mar-24
Ticker	GN	Deadline Date	01-Mar-24
Country	Denmark	Record Date	06-Mar-24
Blocking	No	Vote Date	27-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For

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3	Ratification of Board and Management Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Remuneration Report	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
6	Directors' Fees	Management	For	For	For
7.A	Board Size	Management	For	For	For
7.B.1	Elect Jukka Pekka Pertola	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Klaus Holse	Management	For	Against	Against
7.B.2					
7.B.3	Elect H�lene Barnekow	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Anette Weber	Management	For	Against	Against
7.B.4					
7.B.5	Elect Kim Vejlb� Hansen	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect J�rgen Bundgaard Hansen	Management	For	Against	Against
7.B.6					
8	Appointment of Auditor	Management	For	For	For
9.A	Issuance of Shares w/ Preemptive Rights	Management	For	For	For
9.B	Issuance of Shares w/o Preemptive Rights	Management	For	For	For
9.C	Authority to Repurchase Shares	Management	For	For	For
9.D	Amendments to Remuneration Policy	Management	For	For	For
9.E.1	Indemnification of Directors/Officers	Management	For	For	For
9.E.2	Amendments to Articles (Indemnification of Directors)	Management	For	For	For
9.E.3	Amendment of Remuneration Policy (Indemnification Subsequent)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	175,000		27-Feb-24

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Totals 175,000

TIETOEVRY CORPORATION

ISIN	FI0009000277	Meeting Date	13-Mar-24
Ticker	TIE1V	Deadline Date	01-Mar-24
Country	Finland	Record Date	01-Mar-24
Blocking	No	Vote Date	25-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
11	Remuneration Policy	Management	For	For	For
12	Directors' Fees	Management	For	For	For
13	Board Size	Management	For	For	For
14	Election of Directors	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	For
18	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
21	Forfeiture of Unregistered Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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346801	GLS Bank Aktienfonds	5850114681 - T160007	DZ Bank AG	325,000	25-Feb-24
Totals				325,000	

COOPER COMPANIES, INC.

ISIN	US2166484020	Meeting Date	19-Mar-24
Ticker	COO	Deadline Date	07-Mar-24
Country	United States	Record Date	24-Jan-24
Blocking	No	Vote Date	04-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Colleen E. Jay	Management	For	For	For
1.2	Elect William A. Kozy	Management	For	For	For
1.3	Elect Lawrence E. Kurzius	Management	For	For	For
1.4	Elect Cynthia L. Lucchese	Management	For	For	For
1.5	Elect Teresa S. Madden	Management	For	For	For
1.6	Elect Maria Rivas	Management	For	For	For
1.7	Elect Robert S. Weiss	Management	For	Against	Against
	Vote Note: Vote against the company chair when the company is in a "GO" state.				
1.8	Elect Albert G. White III	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T160007	DZ Bank AG	30,000		04-Mar-24
Totals				30,000		

CARL ZEISS MEDITEC A G

ISIN	DE0005313704	Meeting Date	21-Mar-24
Ticker	AFX	Deadline Date	09-Mar-24
Country	Germany	Record Date	28-Feb-24
Blocking	No	Vote Date	05-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
Vote Note: Abstimmung zur Vergütungspolitik erlangte bei 75% 3 Ja, 25% 2 Nein, 0 Enthaltungen					
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
Vote Note: Lebensläufe der Vorstandsmitglieder, die den Anforderungen des § 100 Abs. 2 Nr. 1 AktG entsprechen					
5	Appointment of Auditor	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
Vote Note: Laufzeit beträgt mehr als 2 Jahre					
7	Amendments to Articles (Record Date)	Management	For	For	For
8	Elect Stefan Müller as Supervisory Board Member	Management	For	Against	Against
Vote Note: Abweichung C.1 und keine Qualifikationsmatrix					
9	Remuneration Report	Management	For	Against	Against
Vote Note: Die kurzfristige Variable kann die langfristige Variable nicht ersetzen (Abweichung C.2 und C.3 Abs. 2 Nr. 1 AktG)					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 710007	DZ Bank AG	30,000		05-Mar-24
Totals				30,000		

TRYG AS

ISIN	DK0060636678	Meeting Date	21-Mar-24
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Ticker	TRYG	Deadline Date	09-Mar-24
Country	Denmark	Record Date	14-Mar-24
Blocking	No	Vote Date	06-Mar-24

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

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TRYG	DZ Bank AG	425,000		06-Mar-24
			Totals	425,000		

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Report Date Range: 01-Jan-24 to 31-Dec-24

SVENSKA CELLULOSA AB

ISIN	SE0000112724	Meeting Date	22-Mar-24
Ticker	SCA B	Deadline Date	10-Mar-24
Country	Sweden	Record Date	14-Mar-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Opening of Meeting; Election of Presiding Chair	Management	For	TNA	N/A
2	Voting List	Management	For	TNA	N/A
4	Compliance with the Rules of Convocation	Management	For	TNA	N/A
5	Agenda	Management	For	TNA	N/A
8A	Accounts and Reports	Management	For	TNA	N/A
8B	Allocation of Profits/Dividends	Management	For	TNA	N/A
8C.1	Ratify Åsa Bergman	Management	For	TNA	N/A
8C.2	Ratify Pär Boman	Management	For	TNA	N/A
8C.3	Ratify Lennart Evrell	Management	For	TNA	N/A
8C.4	Ratify Annemarie Gardshol	Management	For	TNA	N/A
8C.5	Ratify Carina Håkansson	Management	For	TNA	N/A
8C.6	Ratify Ulf Larsson	Management	For	TNA	N/A
8C.7	Ratify Martin Lindqvist	Management	For	TNA	N/A
8C.8	Ratify Anders Sundström	Management	For	TNA	N/A
8C.9	Ratify Barbara M. Thoralfsson	Management	For	TNA	N/A
8C.10	Ratify Karl Åberg	Management	For	TNA	N/A
8C.11	Ratify Niclas Andersson	Management	For	TNA	N/A
8C.12	Ratify Roger Boström	Management	For	TNA	N/A
8C.13	Ratify Maria Jonsson	Management	For	TNA	N/A
8C.14	Ratify Stefan Lundkvist	Management	For	TNA	N/A

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8C.15	Ratify Malin Marklund	Management	For	TNA	N/A
8C.16	Ratify Peter Olsson	Management	For	TNA	N/A
8C.17	Ratify Ulf Larsson (CEO)	Management	For	TNA	N/A
9	Board Size	Management	For	TNA	N/A
10	Number of Auditors	Management	For	TNA	N/A
11.1	Directors' Fees	Management	For	TNA	N/A
11.2	Authority to Set Auditor's Fees	Management	For	TNA	N/A
12.1	Elect Åsa Bergman	Management	For	TNA	N/A
12.2	Elect Lennart Evrell	Management	For	TNA	N/A
12.3	Elect Annemarie Gardshol	Management	For	TNA	N/A
12.4	Elect Carina Håkansson	Management	For	TNA	N/A
12.5	Elect Ulf Larsson	Management	For	TNA	N/A
12.6	Elect Martin Lindqvist	Management	For	TNA	N/A
12.7	Elect Anders Sundström	Management	For	TNA	N/A
12.8	Elect Barbara Milian Thoralfsson	Management	For	TNA	N/A
12.9	Elect Helena Stjernholm	Management	For	TNA	N/A
13	Elect Helena Stjernholm as Chair of the Board of Directors	Management	For	TNA	N/A
14	Appointment of Auditor	Management	For	TNA	N/A
15	Remuneration Report	Management	For	TNA	N/A
16	Adoption of Cash based incentive programme	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	400,000		
			Totals	400,000		

SHIMANO INC.

ISIN	JP3358000002	Meeting Date	27-Mar-24
Ticker	7309	Deadline Date	15-Mar-24
Country	Japan	Record Date	31-Dec-23

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Blocking No Vote Date 11-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Yozo Shimano	Management	For	For	For
2.2	Elect Taizo Shimano	Management	For	For	For
2.3	Elect Takashi Toyoshima	Management	For	For	For
2.4	Elect Masahiro Tsuzaki	Management	For	For	For
3	Elect Masayoshi Yoshimoto as Statutory Auditor	Management	For	Against	Against
	Vote Note: Statutory auditor board is not sufficiently				
4	Elect Yukihiro Kondo as Alternate Statutory Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	40,000		11-Mar-24
			Totals	40,000		

SWISSCOM AG

ISIN CH0008742519 Meeting Date 27-Mar-24
 Ticker SCMN Deadline Date 15-Mar-24
 Country Switzerland Record Date 21-Mar-24
 Blocking No Vote Date

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Compensation Report	Management	For	TNA	N/A
1.3	Report on Non-Financial Matters	Management	For	TNA	N/A

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2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	TNA	N/A
4.1	Elect Michael Rechsteiner as Board Chair	Management	For	TNA	N/A
4.2	Elect Roland Abt	Management	For	TNA	N/A
4.3	Elect Monique Bourquin	Management	For	TNA	N/A
4.4	Elect Guus Dekkers	Management	For	TNA	N/A
4.5	Elect Frank Esser	Management	For	TNA	N/A
4.6	Elect Sandra Lathion-Zweifel	Management	For	TNA	N/A
4.7	Elect Anna Mossberg	Management	For	TNA	N/A
4.8	Elect Daniel Münger	Management	For	TNA	N/A
5.1	Elect Roland Abt as Compensation Committee member	Management	For	TNA	N/A
5.2	Elect Monique Bourquin as Compensation Committee	Management	For	TNA	N/A
5.3	Elect Frank Esser as Compensation Committee member	Management	For	TNA	N/A
5.4	Elect Michael Rechsteiner as Compensation Committee	Management	For	TNA	N/A
5.5	Elect Fritz Zurbrügg as Compensation Committee member	Management	For	TNA	N/A
6.1	Board Compensation	Management	For	TNA	N/A
6.2	Executive Compensation (Total)	Management	For	TNA	N/A
7	Appointment of Independent Proxy	Management	For	TNA	N/A
8	Appointment of Auditor	Management	For	TNA	N/A
9	Transaction of Other Business	Management		TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	21,000		
			Totals	21,000		

EDP RENOVAVEIS S.A.

ISIN	ES0127797019	Meeting Date	04-Apr-24
Ticker	EDPR	Deadline Date	23-Mar-24
Country	Spain	Record Date	26-Mar-24

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Blocking No Vote Date 15-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Losses	Management	For	For	For
3	Capitalisation of Reserves for Scrip Dividend	Management	For	For	For
4	Management Report; Corporate Governance Report;	Management	For	For	For
5	Report on Non Financial Information	Management	For	For	For
6	Ratification of Board Acts	Management	For	For	For
7	Appointment of Auditor	Management	For	For	For
8.a	Resignation of Director (Vera Pinto Pereira)	Management	For	For	For
8.b	Resignation of Director (Ana Paula Marques)	Management	For	For	For
8.c	Resignation of Director (Acácio Piloto)	Management	For	For	For
8.d	Board Size	Management	For	For	For
8.e	Elect Miguel Stilwell de Andrade	Management	For	For	For
8.f	Elect Rui Manuel Rodrigues Lopes Teixeira	Management	For	For	For
8.g	Elect Manuel Menéndez Menéndez	Management	For	For	For
8.h	Elect António Sarmento Gomes Mota	Management	For	For	For
8.i	Elect Rosa María García García	Management	For	For	For
8.j	Elect José Manuel Félix Morgado	Management	For	For	For
8.k	Elect Allan J Katz	Management	For	For	For
8.l	Elect Cynthia Kay McCall	Management	For	For	For
8.m	Elect Ana Paula de Sousa Freitas Madureira Serra	Management	For	For	For
9	Amendment to Remuneration Policy	Management	For	For	For
10	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	354,666	15-Mar-24
Totals				354,666	

STOREBRAND ASA

ISIN	NO0003053605	Meeting Date	04-Apr-24
Ticker	STB	Deadline Date	23-Mar-24
Country	Norway	Record Date	25-Mar-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Agenda	Management	For	TNA	N/A
4	Minutes	Management	For	TNA	N/A
6	Accounts and Reports; Allocation of Profits and Dividends	Management	For	TNA	N/A
8	Remuneration Report	Management	For	TNA	N/A
9	Remuneration Policy	Management	For	TNA	N/A
10	Reduction in Share Capital	Management	For	TNA	N/A
11	Amendments to Articles	Management	For	TNA	N/A
12.1	Authority to Repurchase Shares	Management	For	TNA	N/A
12.2	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
12.3	Authority to Raise subordinated loan capital	Management	For	TNA	N/A
13.1	Elect Jarle Roth	Management	For	TNA	N/A
13.2	Elect Martin Skancke	Management	For	TNA	N/A
13.3	Elect Christel Elise Borge	Management	For	TNA	N/A
13.4	Elect Marianne Bergmann Røren	Management	For	TNA	N/A
13.5	Elect Viveka Ekberg	Management	For	TNA	N/A
13.6	Elect Benjamin Kristoffer Golding	Management	For	TNA	N/A
13.7	Elect Jaan Ivar Semliitsch	Management	For	TNA	N/A

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13.8	Elect Jarle Roth as Chair	Management	For	TNA	N/A
13.9	Elect Martin Skancke as Vice chair	Management	For	TNA	N/A
14.1	Elect Nils Bastiansen to the Nomination committee	Management	For	TNA	N/A
14.2	Elect Liv Monica Stubholt to the Nomination committee	Management	For	TNA	N/A
14.3	Elect Lars Jansen Viste to the Nomination committee	Management	For	TNA	N/A
14.4	Elect Fridtjof Berents to the Nomination committee	Management	For	TNA	N/A
14.5	Elect Nils Bastiansen as Chair to the Nomination Committee	Management	For	TNA	N/A
15.1	Board Fees	Management	For	TNA	N/A
15.2	Board Committee Fees	Management	For	TNA	N/A
15.3	Nomination Committee Fees	Management	For	TNA	N/A
16	Authority to Set Auditor's Fees	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktiefonds	5850114681 -	DZ Bank AG	900,000		
			Totals	900,000		

ALFEN NV

ISIN	NL0012817175	Meeting Date	09-Apr-24
Ticker	ALFEN	Deadline Date	28-Mar-24
Country	Netherlands	Record Date	12-Mar-24
Blocking	No	Vote Date	22-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.b.	Remuneration Report	Management	For	For	For
2.c.	Accounts and Reports	Management	For	For	For
5.a.	Ratification of Management Board Acts	Management	For	For	For
5.b.	Ratification of Supervisory Board Acts	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.	Management Board Remuneration Policy	Management	For	For	For
7.	Elect Boudewijn Tans to the Management Board	Management	For	For	For
8.	Elect Willem Ackermans to the Supervisory Board	Management	For	Against	Against
9.a.	Vote Note: Vote against ESG committee of tier 3 company, Amendments to Articles (Large Company Regime)	Management	For	For	For
9.b.	Amendments to Articles Regarding Virtual Meetings	Management	For	For	For
10.a.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
10.b.	Authority to Repurchase Shares	Management	For	For	For
11.	Appointment of Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH0007	DZ Bank AG	100,000		22-Mar-24
			Totals	100,000		

VESTAS WIND SYSTEMS AS

ISIN	DK0061539921	Meeting Date	09-Apr-24
Ticker	VWS	Deadline Date	28-Mar-24
Country	Denmark	Record Date	02-Apr-24
Blocking	No	Vote Date	18-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5	Directors' Fees	Management	For	For	For
6.A	Elect Anders Runevad	Management	For	For	For
6.B	Elect Eva Merete Søfelde Berneke	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.C	Elect Helle Thorning-Schmidt	Management	For	For	For
6.D	Elect Karl-Henrik Sundström	Management	For	For	For
6.E	Elect Lena Olving	Management	For	For	For
6.F	Elect William (Bill) Fehrman	Management	For	For	For
6.G	Elect Henriette Hallberg Thygesen	Management	For	For	For
7	Appointment of Auditor	Management	For	For	For
8.1	Remuneration Policy	Management	For	Against	Against
Vote Note: No tie between compensation and sustainability.					
8.2	Authority to Repurchase Shares	Management	For	For	For
9	Authorization of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T100007	DZ Bank AG	150,000		18-Mar-24
Totals				150,000		

DEUTSCHE TELEKOM AG

ISIN	DE0005557508	Meeting Date	10-Apr-24
Ticker	DTE	Deadline Date	29-Mar-24
Country	Germany	Record Date	05-Apr-24
Blocking	No	Vote Date	25-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
Vote Note: Lebensläufe der Vorstandsmitglieder, die den					
5	Appointment of Auditor	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.1	Elect Lars Hinrichs	Management	For	For	For
6.2	Elect Karl-Heinz Streibich	Management	For	Against	Against
7	Authority to Issue Convertible Debt Instruments; Increase in Vote Note: Ausschüsse nicht mehrheitlich unabhängig Vote Note: Genussrechte eingeschlossen	Management	For	Against	Against
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Remuneration Report	Management	For	Abstain	Against
	Vote Note: Es besteht teilweise eine Bindung an die				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 7112227	DZ Bank AG	800,000		25-Mar-24
			Totals	800,000		

ROCKWOOL AS

ISIN	DK0010219153	Meeting Date	10-Apr-24
Ticker	ROCK B	Deadline Date	29-Mar-24
Country	Denmark	Record Date	03-Apr-24
Blocking	No	Vote Date	27-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3	Accounts and Reports; Ratification of Board and	Management	For	For	For
4	Remuneration Report	Management	For	Against	Against
	Vote Note: Share price hurdle				
5	Directors' Fees	Management	For	For	For
6	Allocation of Profits/Dividends	Management	For	For	For
7.01	Elect Jes Munk Hansen	Management	For	Abstain	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.02	Vote Note: Vote against ESG committee of tier 3 company, Elect Ilse Irene Henne	Management	For	Abstain	Against
7.03	Vote Note: Vote against ESG committee of tier 3 company, Elect Rebekka Glasser Herlofsen	Management	For	Abstain	Against
7.04	Vote Note: Vote against ESG committee of tier 3 company, Elect Carsten Kähler	Management	For	Abstain	Against
7.05	Vote Note: Vote against ESG committee of tier 3 company, Elect Thomas Kähler	Management	For	Abstain	Against
7.06	Vote Note: Vote against ESG committee of tier 3 company, Elect Jørgen Tang-Jensen	Management	For	Abstain	Against
8.01	Vote Note: Vote against ESG committee of tier 3 company, Appointment of Auditor	Management	For	For	For
9.a	Authority to Repurchase Shares	Management	For	For	For
9.b	Remuneration Policy	Management	For	Against	Against
9.c	Vote Note: No tie between compensation and sustainability. Charitable Donations	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	25,000		27-Mar-24
			Totals	25,000		

BORREGAARD ASA

ISIN	NO0010657505	Meeting Date	11-Apr-24
Ticker	BRG	Deadline Date	30-Mar-24
Country	Norway	Record Date	04-Apr-24
Blocking	No	Vote Date	

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Agenda; Election of Presiding Chair; Minutes	Management	For	TNA	N/A
2	Accounts and Reports; Allocation of Profits and Dividends	Management	For	TNA	N/A
3	Remuneration Report	Management	For	TNA	N/A
5.1	Authority to Repurchase Shares Pursuant to Incentive	Management	For	TNA	N/A
5.2	Authority to Repurchase Shares for Amortisation	Management	For	TNA	N/A
6.1	Elect Helge Aasen	Management	For	TNA	N/A
6.2	Elect Terje Andersen	Management	For	TNA	N/A
6.3	Elect Tove Andersen	Management	For	TNA	N/A
6.4	Elect Margrethe Hauge	Management	For	TNA	N/A
6.5	Elect John Arne Ulvan	Management	For	TNA	N/A
6.b	Elect Helge Aasen as Chair	Management	For	TNA	N/A
7.1	Elect Mimi K. Berdal	Management	For	TNA	N/A
7.2	Elect Erik Must	Management	For	TNA	N/A
7.3	Elect Rune Selmar	Management	For	TNA	N/A
7.4	Elect Atle Hauge	Management	For	TNA	N/A
7.d	Elect Mimi K. Berdal as Chair	Management	For	TNA	N/A
8	Directors' Fees	Management	For	TNA	N/A
9	Nomination Committee Fees	Management	For	TNA	N/A
10	Authority to Set Auditor's Fees	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	175,000		
			Totals	175,000		

ELISA OYJ

ISIN	FI0009007884	Meeting Date	12-Apr-24
Ticker	ELI1V	Deadline Date	31-Mar-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Country Finland
Blocking No
Record Date 02-Apr-24
Vote Date 24-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	REMUNERATION REPORT	Management	For	Against	Against
	Vote Note: Poor disclosure				
11	REMUNERATION POLICY	Management	For	Against	Against
	Vote Note: Poor disclosure				
12	Directors' Fees	Management	For	For	For
13	Board Size	Management	For	For	For
14	Election of Directors	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
19	Forfeiture of Unclaimed Merger Consideration (Kymen)	Management	For	For	For
20	Forfeiture of Unclaimed Merger Consideration (Telekarelia)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TA10007	DZ Bank AG	175,000		24-Mar-24
			Totals	175,000		

SWISS RE LTD

ISIN CH0126881561 Meeting Date 12-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Ticker	SREN	Deadline Date	31-Mar-24
Country	Switzerland	Record Date	08-Apr-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Compensation Report	Management	For	TNA	N/A
1.2	Report on Non-Financial Matters	Management	For	TNA	N/A
1.3	Accounts and Reports	Management	For	TNA	N/A
2	Allocation of Dividends	Management	For	TNA	N/A
3	Executive Compensation (Short-Term)	Management	For	TNA	N/A
4	Ratification of Board Acts	Management	For	TNA	N/A
5.1.1	Elect Jacques de Vaucleroy as Board Chair	Management	For	TNA	N/A
5.1.2	Elect Karen Gavan	Management	For	TNA	N/A
5.1.3	Elect Vanessa Lau	Management	For	TNA	N/A
5.1.4	Elect Joachim Oechslin	Management	For	TNA	N/A
5.1.5	Elect Deanna Ong	Management	For	TNA	N/A
5.1.6	Elect Jay Ralph	Management	For	TNA	N/A
5.1.7	Elect Jörg Reinhardt	Management	For	TNA	N/A
5.1.8	Elect Phillip K. Ryan	Management	For	TNA	N/A
5.1.9	Elect Pia Tischhauser	Management	For	TNA	N/A
5.110	Elect Paul Tucker	Management	For	TNA	N/A
5.111	Elect Larry D. Zimpleman	Management	For	TNA	N/A
5.112	Elect Geraldine Matchett	Management	For	TNA	N/A
5.2.1	Elect Karen Gavan as Compensation Committee Member	Management	For	TNA	N/A
5.2.2	Elect Deanna Ong as Compensation Committee Member	Management	For	TNA	N/A
5.2.3	Elect Jay Ralph as Compensation Committee Member	Management	For	TNA	N/A
5.2.4	Elect Jörg Reinhardt as Compensation Committee Member	Management	For	TNA	N/A
5.3	Appointment of Independent Proxy	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5.4	Appointment of Auditor	Management	For	TNA	N/A
6.1	Board Compensation	Management	For	TNA	N/A
6.2	Executive Compensation (Fixed and Long-term)	Management	For	TNA	N/A
7	Transaction of Other Business	Management		TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	75,000		
			Totals	75,000		

COVIVIO S.A

ISIN	FR0000064578	Meeting Date	17-Apr-24
Ticker	FDR	Deadline Date	05-Apr-24
Country	France	Record Date	12-Apr-24
Blocking	No	Vote Date	01-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Dividends	Management	For	For	For
4	Scrip Dividend	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	2023 Remuneration Report	Management	For	For	For
7	2023 Remuneration of Jean-Luc Biamonti, Chair	Management	For	For	For
8	2023 Remuneration of Christophe Kullmann, CEO	Management	For	For	For
9	2023 Remuneration of Olivier Estève, Deputy CEO	Management	For	For	For
10	2024 Remuneration Policy (Chair)	Management	For	For	For
11	2024 Remuneration Policy (CEO)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	2024 Remuneration Policy (Deputy CEO)	Management	For	For	For
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
14	Elect Christophe Kullmann	Management	For	For	For
15	Elect Catherine Soubie	Management	For	For	For
16	Elect Patricia Savin	Management	For	For	For
17	Appointment of Auditor (KPMG)	Management	For	For	For
18	Appointment of Auditor for Sustainability Reporting (Ernst &	Management	For	For	For
19	Authority to Repurchase and Reissue Shares	Management	For	For	For
20	Authority to Increase Capital Through Capitalisations	Management	For	For	For
21	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/	Management	For	For	For
23	Authority to Issue Shares and Convertible Debt w/o	Management	For	For	For
24	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
25	Authority to Increase Capital in Consideration for	Management	For	For	For
26	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
27	Employee Stock Purchase Plan	Management	For	For	For
28	Amendments to Articles Regarding Company Purpose and	Management	For	For	For
29	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	55,000		01-Apr-24
			Totals	55,000		

OWENS CORNING

ISIN	US6907421019	Meeting Date	18-Apr-24
Ticker	OC	Deadline Date	06-Apr-24
Country	United States	Record Date	20-Feb-24
Blocking	No	Vote Date	03-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Brian D. Chambers	Management	For	For	For
1b.	Elect Eduardo E. Cordeiro	Management	For	For	For
1c.	Elect Adrienne D. Elsner	Management	For	For	For
1d.	Elect Alfred E. Festa	Management	For	For	For
1e.	Elect Edward F. Lonergan	Management	For	For	For
1f.	Elect Maryann T. Mannen	Management	For	For	For
1g.	Elect Paul E. Martin	Management	For	For	For
1h.	Elect W. Howard Morris	Management	For	For	For
1i.	Elect Suzanne P. Nimocks	Management	For	Against	Against
	Vote Note: Vote against the chair of the nomination or "No" if you are not voting on the chair of the nomination.				
1j.	Elect John D. Williams	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	60,000		03-Apr-24
			Totals	60,000		

OESTERREICHISCHE POST AG

ISIN	AT0000APOST4	Meeting Date	18-Apr-24
Ticker	POST	Deadline Date	06-Apr-24
Country	Austria	Record Date	08-Apr-24
Blocking	No	Vote Date	03-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Supervisory Board Members' Fees	Management	For	For	For
6	Appointment of Auditor; Appointment of Auditor for	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8	Management Board Remuneration Policy	Management	For	For	For
9a	Elect Felicia Kölliker	Management	For	For	For
9b	Elect Maria Zesch	Management	For	For	For
10	Amendments to Articles	Management	For	For	For
11	Authority to Repurchase and Reissue Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	80,000		03-Apr-24
			Totals	80,000		

LENZING AG

ISIN	AT0000644505	Meeting Date	18-Apr-24
Ticker	LNZ	Deadline Date	06-Apr-24
Country	Austria	Record Date	08-Apr-24
Blocking	No	Vote Date	26-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Ratification of Management Board Acts	Management	For	For	For
3	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				

Proxy Voting Summary

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4	Supervisory Board Members' Fees	Management	For	For	For
5.1	Elect Melody Harris-Jensbach	Management	For	For	For
5.2	Elect Cornelius Baur	Management	For	Against	Against
	Vote Note: Serves on too many boards				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent;				
7.I	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Excessive non-audit fees				
7.II	Appointment of Auditor for Sustainability Reporting	Management	For	Against	Against
	Vote Note: Auditor's independence may be compromised				
8	Amendments to Articles (Shareholder Notifications)	Management	For	For	For
9	Amendments to Articles (Virtual General Meetings)	Management	For	For	For
10.A	Authority to Repurchase Shares	Management	For	For	For
10.B	Authority to Reissue Treasury Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	36,360		26-Mar-24
			Totals	36,360		

SCATEC ASA

ISIN	NO0010715139	Meeting Date	18-Apr-24
Ticker	SSO	Deadline Date	06-Apr-24
Country	Norway	Record Date	11-Apr-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair; Minutes	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Agenda	Management	For	TNA	N/A
5	Accounts and Reports	Management	For	TNA	N/A
7	Remuneration Policy	Management	For	TNA	N/A
8	Remuneration Report	Management	For	TNA	N/A
9.1	Election of Jørgen Kildahl as Chair	Management	For	TNA	N/A
9.2	Elect Maria Moræus Hanssen	Management	For	TNA	N/A
9.3	Elect Mette Krogsrud	Management	For	TNA	N/A
9.4	Elect Espen Gundersen	Management	For	TNA	N/A
9.5	Elect Maria Tallaksen	Management	For	TNA	N/A
9.6	Elect Pål Kildemo	Management	For	TNA	N/A
10	Directors' Fees	Management	For	TNA	N/A
11	Election of Nomination Committee Members	Management	For	TNA	N/A
12	Nomination Committee Fees	Management	For	TNA	N/A
13	Authority to Set Auditor's Fees	Management	For	TNA	N/A
14	Authority to Repurchase and Reissue Shares	Management	For	TNA	N/A
15	Authority to Repurchase and Reissue Shares Pursuant to	Management	For	TNA	N/A
16	Authority to Repurchase and Reissue Shares for Sale or	Management	For	TNA	N/A
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktiefonds	5850114681 -	DZ Bank AG	500,000		
			Totals	500,000		

JM AB

ISIN	SE0000806994	Meeting Date	18-Apr-24
Ticker	JM	Deadline Date	06-Apr-24
Country	Sweden	Record Date	10-Apr-24
Blocking	No	Vote Date	

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Election of Presiding Chair	Management	For	TNA	N/A
4	Compliance with the Rules of Convocation	Management	For	TNA	N/A
5	Agenda	Management	For	TNA	N/A
6	Accounts and Reports	Management	For	TNA	N/A
7	Allocation of Profits/Dividends	Management	For	TNA	N/A
8.1	Ratify of Fredrik Persson	Management	For	TNA	N/A
8.2	Ratify of Stefan Björkman	Management	For	TNA	N/A
8.3	Ratify of Kerstin Gillsbro	Management	For	TNA	N/A
8.4	Ratify of Camilla Krogh	Management	For	TNA	N/A
8.5	Ratify of Jenny Larsson	Management	For	TNA	N/A
8.6	Ratify of Olav Line	Management	For	TNA	N/A
8.7	Ratify of Thomas Thuresson	Management	For	TNA	N/A
8.8	Ratify of Jan Strömberg	Management	For	TNA	N/A
8.9	Ratify of Peter Olsson	Management	For	TNA	N/A
8.10	Ratify of Jonny Ånges	Management	For	TNA	N/A
8.11	Ratify of Per Petersén	Management	For	TNA	N/A
8.12	Ratify of Johan Skoglund (CEO)	Management	For	TNA	N/A
9	Board Size	Management	For	TNA	N/A
10	Directors' Fees	Management	For	TNA	N/A
11	Authority to Set Auditor's Fees	Management	For	TNA	N/A
12.1	Elect Fredrik Persson	Management	For	TNA	N/A
12.2	Elect Stefan Björkman	Management	For	TNA	N/A
12.3	Elect Kerstin Gillsbro	Management	For	TNA	N/A
12.4	Elect Jenny Larsson	Management	For	TNA	N/A
12.5	Elect Olav Line	Management	For	TNA	N/A
12.6	Elect Thomas Thuresson	Management	For	TNA	N/A

Proxy Voting Summary

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12.7	Elect Liia Nõu	Management	For	TNA	N/A
13	Appointment of Auditor	Management	For	TNA	N/A
14	Remuneration Report	Management	For	TNA	N/A
15	Remuneration Policy	Management	For	TNA	N/A
16	Shareholder Proposal Regarding Amendments to Articles of Association	Shareholder	Against	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T100007	DZ Bank AG	100,000		
			Totals	100,000		

TRAVIS PERKINS PLC

ISIN	GB00BK9RKT01	Meeting Date	22-Apr-24
Ticker	TPK	Deadline Date	10-Apr-24
Country	United Kingdom	Record Date	18-Apr-24
Blocking	No	Vote Date	07-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Remuneration Policy	Management	For	For	For
4	Final Dividend	Management	For	For	For
5	Elect Duncan Cooper	Management	For	For	For
6	Elect Jeremy K. Maiden	Management	For	For	For
7	Elect Marianne Culver	Management	For	For	For
8	Elect Heath Drewett	Management	For	For	For
9	Elect Jora Singh Gill	Management	For	For	For
10	Elect Louise Hardy	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Elect Nick J Roberts	Management	For	For	For
12	Elect Jasmine Whitbread	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	80,000		07-Apr-24
			Totals	80,000		

REVVITY INC.

ISIN	US7140461093	Meeting Date	23-Apr-24
Ticker	RVTY	Deadline Date	11-Apr-24
Country	United States	Record Date	26-Feb-24
Blocking	No	Vote Date	08-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Peter Barrett	Management	For	For	For
1b.	Elect Samuel R. Chapin	Management	For	For	For
1c.	Elect Michael A. Klobuchar	Management	For	For	For
1d.	Elect Michelle McMurry-Heath	Management	For	For	For
1e.	Elect Alexis P. Michas	Management	For	For	For
1f.	Elect Prahlad R. Singh	Management	For	For	For
1g.	Elect Sophie V. Vandebroek	Management	For	For	For

Proxy Voting Summary

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1h.	Elect Michel Vounatsos	Management	For	For	For
1i.	Elect Franklin R. Witney	Management	For	For	For
1j.	Elect Pascale Witz	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	Against
	Vote Note: Supermajority vote requirements can impede				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	55,000		08-Apr-24
			Totals	55,000		

ERG S.P.A.

ISIN	IT0001157020	Meeting Date	23-Apr-24
Ticker	ERG	Deadline Date	11-Apr-24
Country	Italy	Record Date	12-Apr-24
Blocking	No	Vote Date	11-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Board Size	Management	For	For	For
004A	List presented by SQ Renewables S.p.A.	Management			N/A
004B	List presented by Group of Institutional Investors	Management		For	N/A
0050	Elect Edoardo Garrone as Chair of Board	Management	For	For	For
0060	Directors' fees	Management	For	For	For

Proxy Voting Summary

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0070	Committees' Fees	Management	For	For	For
0080	Authority to Repurchase and Reissue Shares	Management	For	For	For
0090	2024-2026 Long-Term Incentive Plan	Management	For	Against	Against
0100	Vote Note: Share price hurdle; Discretion related to	Management	For	Against	Against
	Remuneration Policy				
0110	Vote Note: Discretion related to adjusted metrics; Share	Management	For	Against	Against
	Remuneration Report				
0120	Vote Note: Concerning pay practices	Management	For	Against	Against
	Amendments to Articles				
	Vote Note: Amendment is not in best interests of				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	220,000		11-Apr-24
			Totals	220,000		

NORDEX SE

ISIN	DE000A0D6554	Meeting Date	23-Apr-24
Ticker	NDX1	Deadline Date	11-Apr-24
Country	Germany	Record Date	01-Apr-24
Blocking	No	Vote Date	07-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Ratification of Management Board Acts	Management	For	Against	Against
3	Vote Note: keine Angaben zur beabsichtigten Teilnahme	Management	For	Against	Against
	Ratification of Supervisory Board Acts				
4	Vote Note: Regelmäßige Altersgrenze für	Management	For	For	For
	Remuneration Report				

Proxy Voting Summary

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5	Increase in Authorised Capital I	Management	For	For	For
6	Increase in Authorised Capital II	Management	For	For	For
7	Authority to Issue Convertible Debt Instruments; Increase in	Management	For	For	For
8	Amendments to Previously Approved Authorised Capital	Management	For	For	For
9	Amendments to Articles (Record Date)	Management	For	For	For
10	Appointment of Auditor	Management	For	For	For
11	Appointment of Auditor for Sustainability Reporting	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TIT0003	DZ Bank AG	252,850		07-Apr-24
			Totals	252,850		

TELECOM ITALIA S.P.A.

ISIN	IT0003497168	Meeting Date	23-Apr-24
Ticker	TIT	Deadline Date	11-Apr-24
Country	Italy	Record Date	12-Apr-24
Blocking	No	Vote Date	11-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports; Allocation of Losses	Management	For	For	For
0020	Remuneration Policy	Management	For	For	For
0030	Remuneration Report	Management	For	For	For
0040	Board Size	Management	For	For	For
0050	Board Term Length	Management	For	For	For
006A	List presented by Board of Directors	Management	For	For	For
006B	List presented by Merlyn Partners SCSp	Management			N/A
006C	List presented by ASATI	Management			N/A

Proxy Voting Summary

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006D	List presented by Bluebell Capital Partners	Management				N/A
0070	Directors' Fees	Management	For		For	For
008A	List presented by Vivendi S.E.	Management			For	N/A
008B	List presented by Group of Institutional Shareholders	Management			Abstain	N/A
Vote Note: PLEASE NOTE THAT ALTHOUGH THERE ARE 3 OPTIONS TO INDICATE A PREFERENCE ON THE						
0090	Election of Chair of Board of Statutory Auditors	Management	For		For	For
0100	Statutory Auditors' Fees	Management	For		For	For
0110	Amendment to the 2022-2024 Stock Options Plan	Management	For		For	For
0120	Deliberations on Possible Legal Action Against Directors if	Shareholder			Abstain	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	25,000,000		11-Apr-24
		T110007	Totals	25,000,000		

INFRASTRUCTURE WIRELESS ITALIANA S.P.A.

ISIN	IT0005090300	Meeting Date	23-Apr-24
Ticker	INW	Deadline Date	11-Apr-24
Country	Italy	Record Date	12-Apr-24
Blocking	No	Vote Date	13-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Remuneration Policy	Management	For	For	For
0040	Remuneration Report	Management	For	For	For
0050	Increase in Auditor's Fees (FY2023)	Management	For	For	For
0060	Appointment of Auditor and Authority to Set Fees (KPMG;	Management	For	For	For

Proxy Voting Summary

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007A	List presented by Daphne 3 S.p.A.	Management				N/A
007B	List presented by Central Tower Holding Company B.V.	Management				N/A
007C	List Presented by Group of Institutional Investors	Management			For	N/A
0080	Election of Statutory Auditors (Appointment to Comply with	Management			For	N/A
0090	Election of Chair of Board of Statutory Auditors	Management	For		For	For
0100	Statutory Auditors' Fees	Management	For		For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	900,000		13-Apr-24
			Totals	900,000		

NEL ASA

ISIN	NO0010081235	Meeting Date	23-Apr-24
Ticker	DIAG	Deadline Date	11-Apr-24
Country	Norway	Record Date	16-Apr-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair; Minutes	Management	For	TNA	N/A
3	Agenda	Management	For	TNA	N/A
4	Accounts and Reports	Management	For	TNA	N/A
6	Directors' Fees	Management	For	TNA	N/A
7	Committee Fees	Management	For	TNA	N/A
8	Authority to Set Auditor's Fees	Management	For	TNA	N/A
9	Remuneration Report	Management	For	TNA	N/A
10.1	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
10.2	Authority to Issue Shares Pursuant to Incentive Programs	Management	For	TNA	N/A

Proxy Voting Summary

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11.1	Authority to Repurchase Shares Pursuant to Incentive	Management	For	TNA	N/A
11.2	Authority to Repurchase Shares	Management	For	TNA	N/A
12.1	Elect Ole Enger	Management	For	TNA	N/A
12.2	Elect Hanne Blume	Management	For	TNA	N/A
12.3	Elect Charlotta Falvin	Management	For	TNA	N/A
12.4	Elect Beatriz Malo de Molina	Management	For	TNA	N/A
12.5	Elect Arvid Moss	Management	For	TNA	N/A
12.6	Elect Tom Røtjer	Management	For	TNA	N/A
12.7	Elect Jens Bjørn Staff	Management	For	TNA	N/A
13.1	Elect Eivind Veddeng Sars	Management	For	TNA	N/A
13.2	Elect Mai-Lill Ibsen	Management	For	TNA	N/A
13.3	Elect Andreas Poole	Management	For	TNA	N/A
13.4	Elect Nanna Sjaastad	Management	For	TNA	N/A
14	Dividend in Kind (Nel Hydrogen Fueling)	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	2,500,000		
			Totals	2,500,000		

MAYR-MELNHOF KARTON AG

ISIN	AT0000938204	Meeting Date	24-Apr-24
Ticker	MMK	Deadline Date	12-Apr-24
Country	Austria	Record Date	12-Apr-24
Blocking	No	Vote Date	06-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For

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3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Supervisory Board Members' Fees	Management	For	For	For
6	Appointment of Auditor; Appointment of Auditor for	Management	For	For	For
7	Remuneration Report	Management	For	Against	Against
	Vote Note: Pay for performance disconnect; Excessive				
8	Increase in Authorised Capital	Management	For	For	For
9	Authority to Repurchase and Reissue Shares	Management	For	For	For
10	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	17,500		06-Apr-24
			Totals	17,500		

DIASORIN S.P.A.

ISIN	IT0003492391	Meeting Date	24-Apr-24
Ticker	DIA	Deadline Date	12-Apr-24
Country	Italy	Record Date	15-Apr-24
Blocking	No	Vote Date	09-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Remuneration Policy	Management	For	Against	Against
	Vote Note: LTI not linked to performance; No individual LTI				
0040	Remuneration Report	Management	For	Against	Against
	Vote Note: LTI not linked to performance; Poor overall				

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0050 Appointment of Auditor and Authority to Set Fees Management For For For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	25,000		09-Apr-24
			Totals	25,000		

ASML HOLDING NV

ISIN	NL0010273215	Meeting Date	24-Apr-24
Ticker	ASML	Deadline Date	12-Apr-24
Country	Netherlands	Record Date	27-Mar-24
Blocking	No	Vote Date	31-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
3.e.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	For
7.b.	Elect Annet P. Aris to the Supervisory Board	Management	For	For	For
7.c.	Elect D. Mark Durcan to the Supervisory Board	Management	For	For	For
7.d.	Elect Warren A. East to the Supervisory Board	Management	For	For	For
8.a.	Authority to Issue Shares w/ Preemptive Rights (5% for	Management	For	For	For
8.b.	Authority to Suppress Preemptive Rights (5% for General	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

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Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	18,000		31-Mar-24
			Totals	18,000		

HIKMA PHARMACEUTICALS PLC

ISIN	GB00B0LCW083	Meeting Date	25-Apr-24
Ticker	HIK	Deadline Date	13-Apr-24
Country	United Kingdom	Record Date	23-Apr-24
Blocking	No	Vote Date	10-Apr-24

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

Proxy Voting Summary

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16	Remuneration Report	Management	For	Against	Against
	Vote Note: Upward discretion utilised				
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
22	Waiver of Mandatory Takeover Requirement (Share	Management	For	For	For
23	Waiver of Mandatory Takeover Requirement (Existing	Management	For	For	For
24	Waiver of Mandatory Takeover Requirement (2024 Awards	Management	For	For	For
25	Waiver of Mandatory Takeover Requirement (2025 Awards	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	300,000		10-Apr-24
			Totals	300,000		

CELLNEX TELECOM S.A.

ISIN	ES0105066007	Meeting Date	25-Apr-24
Ticker		Deadline Date	13-Apr-24
Country	Spain	Record Date	19-Apr-24
Blocking	No	Vote Date	10-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For

Proxy Voting Summary

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5	Appointment of Auditor	Management	For	For	For
6	Elect Alexandra Reich	Management	For	For	For
7	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8	Authority to Issue Convertible Debt Instruments	Management	For	For	For
9	Authorisation of Legal Formalities	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against
Vote Note: Potential for excessive payouts					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	275,000		10-Apr-24
Totals				275,000		

TOMRA SYSTEMS ASA

ISIN	NO0012470089	Meeting Date	25-Apr-24
Ticker	TOM	Deadline Date	13-Apr-24
Country	Norway	Record Date	18-Apr-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Minutes	Management	For	TNA	N/A
4	Notice of Meeting; Agenda	Management	For	TNA	N/A
6	Accounts and Reports; Allocation of Profits and Dividends	Management	For	TNA	N/A
7	Remuneration Policy	Management	For	TNA	N/A
8	Remuneration Report	Management	For	TNA	N/A
10	Election of Directors	Management	For	TNA	N/A
11	Election of Nomination Committee Members	Management	For	TNA	N/A

Proxy Voting Summary

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12	Directors' Fees	Management	For	TNA	N/A
13	Nomination Committee Fees	Management	For	TNA	N/A
14	Approval of Shareholding Requirements for Board Members	Management	For	TNA	N/A
15	Authority to Set Auditor's Fees	Management	For	TNA	N/A
16	Authority to Repurchase and Reissue Shares	Management	For	TNA	N/A
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	160,000		
			Totals	160,000		

BADGER METER INC.

ISIN	US0565251081	Meeting Date	26-Apr-24
Ticker	BMI	Deadline Date	14-Apr-24
Country	United States	Record Date	23-Feb-24
Blocking	No	Vote Date	11-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Todd A. Adams	Management	For	For	For
1.2	Elect Kenneth C. Bockhorst	Management	For	For	For
1.3	Elect Henry F. Brooks	Management	For	For	For
1.4	Elect Melanie K. Cook	Management	For	For	For
1.5	Elect Xia Liu	Management	For	For	For
1.6	Elect James W. McGill	Management	For	For	For
1.7	Elect Tessa M. Myers	Management	For	For	For
1.8	Elect James F. Stern	Management	For	For	For
1.9	Elect Glen E. Tellock	Management	For	Withhold	Against

Proxy Voting Summary

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2.	Vote Note: Vote against the chair of the nomination or Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Vote Note: No tie between compensation and sustainability. Ratification of Auditor	Management	For	Against	Against
4.	Vote Note: Excessive Auditor Tenure. Shareholder Proposal Regarding Report on Hiring Practices	Shareholder	Against	For	Against
	Vote Note: In the best interests of shareholders				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	45,000		11-Apr-24
			Totals	45,000		

SCHIBSTED ASA

ISIN	NO0003028904	Meeting Date	26-Apr-24
Ticker	SCH	Deadline Date	14-Apr-24
Country	Norway	Record Date	19-Apr-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Election of Presiding Chair	Management	For	TNA	N/A
2	Notice of Meeting; Agenda	Management	For	TNA	N/A
3	Minutes	Management	For	TNA	N/A
4	Accounts and Reports	Management	For	TNA	N/A
5	Allocation of Profits/Dividends	Management	For	TNA	N/A
6	Authority to Set Auditor's Fees	Management	For	TNA	N/A
7	Remuneration Report	Management	For	TNA	N/A
9a	Elect Rune Bjerke	Management	For	TNA	N/A

Proxy Voting Summary

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9b	Elect Philippe Vimard	Management	For	TNA	N/A
9c	Elect Satu Kiiskinen	Management	For	TNA	N/A
9d	Elect Ulrike Handel	Management	For	TNA	N/A
9e	Elect Natasha ten Cate	Management	For	TNA	N/A
9f	Elect Rolv Erik Ryssdal	Management	For	TNA	N/A
10a	Elect Karl-Christian Agerup as Chair	Management	For	TNA	N/A
10b	Elect Rune Bjerke as Vice Chair	Management	For	TNA	N/A
11	Directors' Fees	Management	For	TNA	N/A
12	Nomination Committee Fees	Management	For	TNA	N/A
13	Amendments to Articles (Nomination Committee Size)	Management	For	TNA	N/A
14	Elect Trond Berger as Chair of the Nomination	Management	For	TNA	N/A
15	Authority to Carry Out Transactions with Subsidiaries	Management	For	TNA	N/A
16	Reduce Share Capital	Management	For	TNA	N/A
17	Authority to Repurchase Shares	Management	For	TNA	N/A
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
19a	Approval of Share Purchase Agreement in Accordance with	Management	For	TNA	N/A
19b	Approval of Share Purchase Agreement in Accordance with	Management	For	TNA	N/A
20	Special Dividend	Management	For	TNA	N/A
21a	Amendments to Articles (Objectives)	Management	For	TNA	N/A
21b	Amendments to Articles (Changes)	Management	For	TNA	N/A
21c	Amendments to Articles (Annual General Meeting)	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 7110007	DZ Bank AG	200,000		
			Totals	200,000		

KNORR-BREMSE AG

ISIN	DE000KBX1006	Meeting Date	30-Apr-24
Ticker	KBX	Deadline Date	18-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Country	Germany	Record Date	08-Apr-24
Blocking	No	Vote Date	14-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	Against	Against
6	Vote Note: Verantwortlicher Prüfer namentlich genannt, Management Board Remuneration Policy	Management	For	Abstain	Against
	Vote Note: ESG-Ziel im LTI nicht garantiert				
7	Remuneration Report	Management	For	Abstain	Against
	Vote Note: Kein Clawback (und Abweichung G.11)				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	30,000		14-Apr-24
			Totals	30,000		

GALAPAGOS NV

ISIN	BE0003818359	Meeting Date	30-Apr-24
Ticker	GLPG	Deadline Date	18-Apr-24
Country	Belgium	Record Date	16-Apr-24
Blocking	No	Vote Date	10-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports; Allocation of Profits	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

5	Remuneration Report	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
6	Remuneration Policy	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
7	Ratification of Board and Auditors' Acts	Management	For	For	For
8	Directors' Fees	Management	For	For	For
9	Elect Elisabeth Svanberg to the Board of Directors	Management	For	For	For
10	Elect Dr Susanne Schaffert to the Board of Directors	Management	For	For	For
11	Elect Simon Sturge to the Board of Directors	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company,				
12	Elect Andrew Dickinson to the Board of Directors	Management	For	For	For
13	Appointment of Auditor for Sustainability Reporting	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	25,000		10-Apr-24
			Totals	25,000		

GALAPAGOS NV

ISIN	BE0003818359	Meeting Date	30-Apr-24
Ticker	GLPG	Deadline Date	18-Apr-24
Country	Belgium	Record Date	16-Apr-24
Blocking	No	Vote Date	10-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Increase in Authorised Capital (Subsequent Gilead Warrant)	Management	For	For	For
5.	Increase in Authorised Capital	Management	For	For	For
6.	Authority to Coordinate Articles	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

7.	Authorization of Legal Formalities (Power of attorney)	Management	For	For	For
8.	Authorization of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	25,000		10-Apr-24
			Totals	25,000		

MOLINA HEALTHCARE INC

ISIN	US60855R1005	Meeting Date	01-May-24
Ticker	MOH	Deadline Date	19-Apr-24
Country	United States	Record Date	08-Mar-24
Blocking	No	Vote Date	16-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Barbara L. Brasier	Management	For	For	For
1b.	Elect Daniel Cooperman	Management	For	For	For
1c.	Elect Stephen H. Lockhart	Management	For	For	For
1d.	Elect Steven J. Orlando	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, "NAC" "NAC" "NAC"				
1e.	Elect Ronna E. Romney	Management	For	Against	Against
	Vote Note: Vote against the chair of the nomination or				
1f.	Elect Richard M. Schapiro	Management	For	For	For
1g.	Elect Dale B. Wolf	Management	For	Against	Against
	Vote Note: Vote against the company chair when the				
1h.	Elect Richard C. Zoretic	Management	For	For	For
1i.	Elect Joseph M. Zubretsky	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Ratification of Auditor Vote Note: Excessive Auditor Tenure.	Management	For	Against	Against
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 710007	DZ Bank AG	32,848		16-Apr-24
			Totals	32,848		

SMITH & NEPHEW PLC

ISIN	GB0009223206	Meeting Date	01-May-24
Ticker	SN.	Deadline Date	19-Apr-24
Country	United Kingdom	Record Date	29-Apr-24
Blocking	No	Vote Date	16-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For
02	Remuneration Policy	Management	For	For	For
03	Remuneration Report	Management	For	For	For
04	Final Dividend	Management	For	For	For
05	Elect Jeremy K. Maiden	Management	For	For	For
06	Elect Simon J. Lowth	Management	For	For	For
07	Elect John Rogers	Management	For	For	For
08	Elect Rupert Soames	Management	For	Against	Against
	Vote Note: Vote against the company chair when the company is not in line with the UN Global Compact Principles				
09	Elect Jo Hallas	Management	For	For	For
10	Elect John Ma	Management	For	For	For
11	Elect Katarzyna Mazur-Hofsaess	Management	For	For	For

Proxy Voting Summary

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12	Elect Deepak Nath	Management	For	For	For
13	Elect Marc Owen	Management	For	Against	Against
	Vote Note: There is insufficient female representation on				
14	Elect Angie Risley	Management	For	For	For
15	Elect Bob White	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Auditor's Fees	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Approval of Restricted Share Plan	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified	Management	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	400,000		16-Apr-24
			Totals	400,000		

ZURN ELKAY WATER SOLUTIONS CORP

ISIN	US98983L1089	Meeting Date	02-May-24
Ticker	ZWS	Deadline Date	20-Apr-24
Country	United States	Record Date	04-Mar-24
Blocking	No	Vote Date	17-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Todd A. Adams	Management	For	For	For
1.2	Elect George C. Moore	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.3	Elect Rosemary M. Schooler	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Approval of the Employee Stock Purchase Plan	Management	For	For	For
5.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	50,000		17-Apr-24
			Totals	50,000		

BCE INC

ISIN	CA05534B7604	Meeting Date	02-May-24
Ticker	BCE	Deadline Date	20-Apr-24
Country	Canada	Record Date	18-Mar-24
Blocking	No	Vote Date	17-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Mirko Bibic	Management	For	For	For
1B	Elect Robert P. Dexter	Management	For	For	For
1C	Elect Katherine Lee	Management	For	For	For
1D	Elect Monique F. Leroux	Management	For	For	For
1E	Elect Sheila A. Murray	Management	For	For	For
1F	Elect Gordon M. Nixon	Management	For	For	For
1G	Elect Louis P. Pagnutti	Management	For	For	For
1H	Elect Calin Rovinescu	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1I	Elect Karen H. Sheriff	Management	For	For	For
1J	Elect Jennifer Tory	Management	For	For	For
1K	Elect Louis Vachon	Management	For	For	For
1L	Elect Johan Wibergh	Management	For	For	For
1M	Elect Cornell Wright	Management	For	For	For
02	Appointment of Auditor	Management	For	Withhold	Against
	Vote Note: Excessive Auditor Tenure.				
03	Advisory Vote on Executive Compensation	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	275,000		17-Apr-24
			Totals	275,000		

DEUTSCHE POST AG

ISIN	DE0005552004	Meeting Date	03-May-24
Ticker	DPW	Deadline Date	21-Apr-24
Country	Germany	Record Date	26-Apr-24
Blocking	No	Vote Date	13-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor; Appointment of Auditor for	Management	For	For	For
6.1	Elect Ann-Kristin Achleitner	Management	For	For	For
6.2	Elect Hans-Ulrich Engel	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

6.3	Elect Heinrich Hiesinger	Management	For	For	For
7	Remuneration Report	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH12227	DZ Bank AG	262,500		13-Apr-24
			Totals	262,500		

MONDI

ISIN	GB00BMWC6P49	Meeting Date	03-May-24
Ticker	MNDI	Deadline Date	21-Apr-24
Country	United Kingdom	Record Date	01-May-24
Blocking	No	Vote Date	18-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For
02	Remuneration Report	Management	For	For	For
03	Final Dividend	Management	For	For	For
04	Elect Svein Richard Brandtzæg	Management	For	For	For
05	Elect Susan M. Clark	Management	For	For	For
06	Elect Anke Groth	Management	For	For	For
07	Elect Andrew King	Management	For	For	For
08	Elect Sakumzi (Saki) J. Macozoma	Management	For	For	For
09	Elect Michael Powell	Management	For	For	For
10	Elect Dominique Reiniche	Management	For	For	For
11	Elect Dame Angela Strank	Management	For	For	For
12	Elect Philip Yea	Management	For	For	For
13	Elect Stephen Young	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

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

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	136,363		18-Apr-24
			Totals	136,363		

BAXTER INTERNATIONAL INC.

ISIN	US0718131099	Meeting Date	07-May-24
Ticker	BAX	Deadline Date	25-Apr-24
Country	United States	Record Date	14-Mar-24
Blocking	No	Vote Date	22-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect José E. Almeida	Management	For	For	For
1b.	Elect William A Ampofo	Management	For	For	For
1c.	Elect Patricia Morrison	Management	For	For	For
1d.	Elect Stephen N. Oesterle	Management	For	For	For
1e.	Elect Stephen H. Rusckowski	Management	For	For	For
1f.	Elect Nancy M. Schlichting	Management	For	For	For
1g.	Elect Brent Shafer	Management	For	For	For
1h.	Elect Catherine R. Smith	Management	For	Against	Against
	Vote Note: Serves on too many boards				

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1i.	Elect Amy M. Wendell	Management	For	For	For
1j.	Elect David S. Wilkes	Management	For	For	For
1k.	Elect Peter M. Wilver	Management	For	Against	Against
	Vote Note: Vote against the company chair when the				
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: Pay for performance disconnect				
3.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
4.	Amendment to the 2021 Incentive Plan	Management	For	For	For
5.	Amendment to Articles Regarding Officer Exculpation	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of				
6.	Shareholder Proposal Regarding Retention of Shares	Shareholder	Against	For	Against
	Vote Note: Could better align executive and shareholder				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	200,000		22-Apr-24
		T100007				
			Totals	200,000		

PENTAIR PLC

ISIN	IE00BLS09M33	Meeting Date	07-May-24
Ticker	PNR	Deadline Date	25-Apr-24
Country	Ireland	Record Date	08-Mar-24
Blocking	No	Vote Date	22-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Mona Abutaleb Stephenson	Management	For	For	For
1b.	Elect Melissa Barra	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1c.	Elect Tracey C. Doi	Management	For	For	For
1d.	Elect T. Michael Glenn	Management	For	For	For
1e.	Elect Theodore L. Harris	Management	For	For	For
1f.	Elect David A. Jones	Management	For	Against	Against
Vote Note: Vote against the company chair when the					
1g.	Elect Gregory E. Knight	Management	For	For	For
1h.	Elect Michael T. Speetzen	Management	For	For	For
1i.	Elect John L. Stauch	Management	For	For	For
1j.	Elect Billie I. Williamson	Management	For	Against	Against
Vote Note: Vote against the chair of the nomination or					
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
Vote Note: Excessive Auditor Tenure.					
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
6.	Authority to Set Price Range for Re-Issuance of Treasury	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	112,500		22-Apr-24
			Totals	112,500		

ADVANCED MICRO DEVICES INC.

ISIN	US0079031078	Meeting Date	08-May-24
Ticker	AMD	Deadline Date	26-Apr-24
Country	United States	Record Date	13-Mar-24
Blocking	No	Vote Date	23-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Nora M. Denzel	Management	For	For	For
1b.	Elect D. Mark Durcan	Management	For	For	For
1c.	Elect Michael P. Gregoire	Management	For	For	For
1d.	Elect Joseph A. Householder	Management	For	Against	Against
	Vote Note: Vote against the company chair when the "UNCC" is not in the "CD"				
1e.	Elect John W. Marren	Management	For	For	For
1f.	Elect Jon A. Olson	Management	For	For	For
1g.	Elect Lisa T. Su	Management	For	For	For
1h.	Elect Abhijit Y. Talwalkar	Management	For	For	For
1i.	Elect Elizabeth W. Vanderslice	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: Concerning pay practices				
4.	Shareholder Proposal Regarding Right to Call Special	Shareholder	Against	For	Against
	Vote Note: A 10% threshold for calling a special meeting is				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	100,000		23-Apr-24
			Totals	100,000		

FIRST SOLAR INC

ISIN	US3364331070	Meeting Date	08-May-24
Ticker	FSLR	Deadline Date	26-Apr-24
Country	United States	Record Date	18-Mar-24
Blocking	No	Vote Date	23-Apr-24

Proxy Voting Summary

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Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Michael J. Ahearn Vote Note: Vote against the company chair when the	Management	For	Against	Against
1b.	Elect Anita Marangoly George	Management	For	For	For
1c.	Elect Molly E. Joseph	Management	For	For	For
1d.	Elect Lisa A. Kro	Management	For	For	For
1e.	Elect William J. Post	Management	For	For	For
1f.	Elect Venkata Renduchintala	Management	For	For	For
1g.	Elect Paul H. Stebbins	Management	For	For	For
1h.	Elect Michael T. Sweeney	Management	For	For	For
1i.	Elect Mark Widmar	Management	For	For	For
1j.	Elect Norman L. Wright	Management	For	For	For
2.	Ratification of Auditor Vote Note: Excessive Auditor Tenure.	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Adoption of Right to Call a Special Meeting Vote Note: A 10% threshold for calling a special meeting is	Management	For	Abstain	Against
5.	Shareholder Proposal Regarding Right to Call Special Vote Note: A 10% threshold for calling a special meeting is	Shareholder	Against	For	Against

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	60,000		23-Apr-24
			Totals	60,000		

INNERGEX RENEWABLE ENERGY INC

ISIN	CA45790B1040	Meeting Date	08-May-24
Ticker	INGXF	Deadline Date	26-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Country	Canada	Record Date	28-Mar-24
Blocking	No	Vote Date	23-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Daniel L. Lafrance	Management	For	Against	Against
	Vote Note: Vote against board chair at tier 3 company, if the				
1B	Elect Marc-André Aubé	Management	For	For	For
1C	Elect Pierre G. Brodeur	Management	For	For	For
1D	Elect Radha D. Curpen	Management	For	For	For
1E	Elect Nathalie Francisci	Management	For	For	For
1F	Elect Richard Gagnon	Management	For	For	For
1G	Elect Jean-Hugues Lafleur	Management	For	For	For
1H	Elect Michel Letellier	Management	For	For	For
1I	Elect Patrick Loulou	Management	For	For	For
1J	Elect Monique Mercier	Management	For	For	For
1K	Elect Ouma Sananikone	Management	For	For	For
2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	550,000		23-Apr-24
		710000	Totals	550,000		

RATIONAL AG

ISIN	DE0007010803	Meeting Date	08-May-24
Ticker	RAA	Deadline Date	26-Apr-24
Country	Germany	Record Date	16-Apr-24

Proxy Voting Summary

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Blocking No Vote Date 21-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den				
5	Remuneration Report	Management	For	Against	Against
	Vote Note: Zielvergütung überwiegen fix, Keine				
6	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
7	Amendments to Articles (Record Date)	Management	For	For	For
8.1	Elect Erich Baumgärtner	Management	For	Against	Against
	Vote Note: Unabhängigkeit unter 50 Prozent, Weniger als				
8.2	Elect Johannes Würbser	Management	For	Against	Against
	Vote Note: Unabhängigkeit unter 50 Prozent, Weniger als				
8.3	Elect Werner Schwind	Management	For	Against	Against
	Vote Note: Weniger als 30 Prozent Frauen				
8.4	Elect Clarissa Kafer	Management	For	For	For
8.5	Elect Christoph Lintz	Management	For	Against	Against
	Vote Note: Unabhängigkeit unter 50 Prozent, Weniger als				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	4,000		21-Apr-24
			Totals	4,000		

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ITRON INC.

ISIN	US4657411066	Meeting Date	09-May-24
Ticker	ITRI	Deadline Date	27-Apr-24
Country	United States	Record Date	05-Mar-24
Blocking	No	Vote Date	24-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sanjay Mirchandani	Management	For	For	For
1b.	Elect Thomas L. Deitrich	Management	For	For	For
1c.	Elect Timothy M. Leyden	Management	For	For	For
1d.	Elect Santiago Perez	Management	For	Against	Against
	Vote Note: Vote against members of the nomination or				
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Amendment to the 2010 Stock Incentive Plan	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	50,000		24-Apr-24
			Totals	50,000		

AKAMAI TECHNOLOGIES INC

ISIN	US00971T1016	Meeting Date	10-May-24
Ticker	AKAM	Deadline Date	28-Apr-24
Country	United States	Record Date	15-Mar-24
Blocking	No	Vote Date	25-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sharon Y. Bowen	Management	For	For	For
1b.	Elect Marianne C. Brown	Management	For	For	For
1c.	Elect Monte E. Ford	Management	For	For	For
1d.	Elect Daniel R. Hesse	Management	For	Against	Against
	Vote Note: Vote against the company chair when the				
1e.	Elect Peter Thomas Killalea	Management	For	For	For
1f.	Elect F. Thomson Leighton	Management	For	For	For
1g.	Elect Jonathan F. Miller	Management	For	For	For
1h.	Elect Madhu Ranganathan	Management	For	Against	Against
	Vote Note: Serves on too many boards				
1i.	Elect Bernardus Verwaayen	Management	For	For	For
1j.	Elect William R. Wagner	Management	For	For	For
2.	Amendment to the 2013 Stock Incentive Plan	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Amendment to Articles to Limit the Liability of Certain	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of				
5.	Right to Adjourn Meeting	Management	For	For	For
6.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
7.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	Against
	Vote Note: Supermajority vote requirements can impede				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	110,000		25-Apr-24
			Totals	110,000		

TERNA - TRASMISSIONE ELETTRICITA RETE NAZIONALE

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ISIN	IT0003242622	Meeting Date	10-May-24
Ticker	TRN	Deadline Date	28-Apr-24
Country	Italy	Record Date	30-Apr-24
Blocking	No	Vote Date	23-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Approval of the 2024-2028 Performance Share Plan	Management	For	For	For
0040	Authority to Repurchase and Reissue Shares to Service	Management	For	For	For
0050	Remuneration Policy	Management	For	For	For
0060	Remuneration Report	Management	For	Against	Against
Vote Note: Excessive termination payment					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	750,000		23-Apr-24
			Totals	750,000		

INTERFACE INC.

ISIN	US4586653044	Meeting Date	13-May-24
Ticker	IFSIA	Deadline Date	01-May-24
Country	United States	Record Date	15-Mar-24
Blocking	No	Vote Date	28-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect John P. Burke	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1b.	Elect Dwight Gibson	Management	For	For	For
1c.	Elect Daniel T. Hendrix	Management	For	For	For
1d.	Elect Laurel M. Hurd	Management	For	For	For
1e.	Elect Christopher G. Kennedy	Management	For	Withhold	Against
Vote Note: Vote against the chair of the nomination or					
1f.	Elect Joseph Keough	Management	For	For	For
1g.	Elect Catherine M. Kilbane	Management	For	For	For
1h.	Elect K. David Kohler	Management	For	For	For
1i.	Elect Catherine Marcus	Management	For	For	For
1j.	Elect Robert T. Obrien	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
Vote Note: No tie between compensation and sustainability.					
3.	Amendment to the 2020 Omnibus Stock and Incentive Plan	Management	For	For	For
4.	Ratification of Auditor	Management	For	Against	Against
Vote Note: Excessive Auditor Tenure.					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	150,000		28-Apr-24
			Totals	150,000		

SILTRONIC AG

ISIN	DE000WAF3001	Meeting Date	13-May-24
Ticker	WAF	Deadline Date	01-May-24
Country	Germany	Record Date	06-May-24
Blocking	No	Vote Date	27-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Regelzugehörigkeitsdauer für				
5	Appointment of Auditor	Management	For	For	For
6	Appointment of Auditor (for Fiscal Year 2025)	Management	For	For	For
7	Remuneration Report	Management	For	Abstain	Against
	Vote Note: Einmalzahlungen für die Aufnahme der				
8	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				
9	Authority to Repurchase Shares Using Equity Derivatives	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	65,000		27-Apr-24
		T100007				
			Totals	65,000		

NEOEN S.A.

ISIN	FR0011675362	Meeting Date	14-May-24
Ticker	NEOEN	Deadline Date	02-May-24
Country	France	Record Date	09-May-24
Blocking	No	Vote Date	26-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Allocation of Profits/Dividends	Management	For	For	For
4	Scrip Dividend	Management	For	For	For
5	Appointment of Auditor (RSM)	Management	For	For	For
6	Elect Simon Veyrat	Management	For	Against	Against
	Vote Note: Board is not sufficiently independent				
7	Elect Fonds Stratégique de Participations (Christophe	Management	For	For	For
8	2024 Directors' Fees	Management	For	For	For
9	2023 Remuneration Report	Management	For	For	For
10	2023 Remuneration of Xavier Barbaro, Chair and CEO	Management	For	For	For
11	2023 Remuneration of Romain Desrousseaux, Deputy CEO	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
12	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
13	2024 Remuneration Policy (Chair and CEO)	Management	For	For	For
14	2024 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
15	Authority to Repurchase and Reissue Shares	Management	For	For	For
16	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
17	Authority to Issue Shares and Convertible Debt w/	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device; Debt				
18	Authority to Issue Shares and Convertible Debt w/o	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device; Potential				
19	Authority to Issue Shares and Convertible Debt Through	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device; Potential				
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For
21	Greenshoe	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device				
22	Authority to Increase Capital in Consideration for	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device; Potential				
23	Authority to Increase Capital Through Capitalisations	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Vote Note: May be used as anti-takeover device

24	Employee Stock Purchase Plan	Management	For	For	For
25	Global Ceiling on Capital Increases	Management	For	For	For
26	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	133,097		26-Apr-24
			Totals	133,097		

SIGNIFY NV

ISIN	NL0011821392	Meeting Date	14-May-24
Ticker	LIGHT	Deadline Date	02-May-24
Country	Netherlands	Record Date	16-Apr-24
Blocking	No	Vote Date	29-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Remuneration Report	Management	For	For	For
5.	Accounts and Reports	Management	For	For	For
6.	Allocation of Dividends	Management	For	For	For
7.a.	Ratification of Management Board Acts	Management	For	For	For
7.b.	Ratification of Supervisory Board Acts	Management	For	For	For
8.	Elect Eric Rondolat to the Management Board	Management	For	For	For
9.a.	Elect Jeroen Drost to the Supervisory Board	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Rita S. Lane to the Supervisory Board				
9.b.	Elect Rita S. Lane to the Supervisory Board	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Pamela Knapp to the Supervisory Board				
9.c.	Elect Pamela Knapp to the Supervisory Board	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Vote Note: Vote against ESG committee of tier 3 company,						
10.a.	Management Board Remuneration Policy	Management	For	For	For	
10.b.	Supervisory Board Remuneration Policy	Management	For	For	For	
11.	Appointment of Auditor	Management	For	For	For	
12.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	
12.b.	Authority to Suppress Preemptive Rights	Management	For	For	For	
13.	Authority to Repurchase Shares (10% - Generic; 10% -	Management	For	For	For	
14.	Cancellation of Shares (10% - Generic; 10% - Capital	Management	For	For	For	

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	200,000		29-Apr-24
			Totals	200,000		

SUNNOVA ENERGY INTERNATIONAL INC

ISIN	US86745K1043	Meeting Date	15-May-24
Ticker	NOVA	Deadline Date	03-May-24
Country	United States	Record Date	18-Mar-24
Blocking	No	Vote Date	30-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Nora Mead Brownell	Management	For	For	For
1.2	Elect C. Park Shaper	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
Vote Note: No tie between compensation and sustainability.					
3.	Ratification of Auditor	Management	For	For	For
4.	Amendment to the Certificate of Incorporation	Management	For	For	For
5.	Amendment to Articles Regarding Officer Exculpation	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Vote Note: Amendment is not in best interests of

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	300,000		30-Apr-24
			Totals	300,000		

ENPHASE ENERGY INC

ISIN	US29355A1079	Meeting Date	15-May-24
Ticker	ENPH	Deadline Date	03-May-24
Country	United States	Record Date	19-Mar-24
Blocking	No	Vote Date	30-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Badrinarayanan Kothandaraman	Management	For	For	For
1.2	Elect Joseph Malchow	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: Grants are excessive; Pay for performance				
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	70,000		30-Apr-24
			Totals	70,000		

BORALEX, INC.

ISIN	CA09950M3003	Meeting Date	15-May-24
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Ticker	BLXAF	Deadline Date	03-May-24
Country	Canada	Record Date	18-Mar-24
Blocking	No	Vote Date	30-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect André Courville	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1B	Élect Lise Croteau	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1C	Élect Patrick Decostre	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1D	Élect Marie-Claude Dumas	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1E	Élect Marie Giguère	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1F	Élect Ines Kolmsee	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1G	Élect Patrick Lemaire	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1H	Élect Dominique Minière	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1I	Élect Alain Rhéaume	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1J	Élect Zin Smati	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
1K	Élect Dany St-Pierre	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, View Note				
2	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Shareholder Rights Plan Renewal	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	300,000		30-Apr-24
			Totals	300,000		

C-RAD AB

ISIN	SE0002016352	Meeting Date	15-May-24
Ticker	CRAD B	Deadline Date	03-May-24
Country	Sweden	Record Date	06-May-24
Blocking	No	Vote Date	

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

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

15	Adoption of Share-Based Incentives (LTIP 2024)	Management	For	TNA	N/A
16	Authority to Repurchase Shares	Management	For	TNA	N/A
17	Authority to Issue Treasury Shares	Management	For	TNA	N/A
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	55,000		
			Totals	55,000		

CLIMEON AB

ISIN	SE0009973548	Meeting Date	15-May-24
Ticker	CLIME B	Deadline Date	03-May-24
Country	Sweden	Record Date	06-May-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Voting List	Management	For	TNA	N/A
4	Agenda	Management	For	TNA	N/A
5	Minutes	Management	For	TNA	N/A
6	Compliance with the Rules of Convocation	Management	For	TNA	N/A
8A	Accounts and Reports	Management	For	TNA	N/A
8B	Allocation of Profits/Dividends	Management	For	TNA	N/A
8C	Ratification of Board and CEO Acts	Management	For	TNA	N/A
9	Board Size; Number of Auditors	Management	For	TNA	N/A
10	Directors and Auditors' Fees	Management	For	TNA	N/A
11	Election of Directors	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

12	Appointment of Auditor	Management	For	TNA	N/A
13	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
14	Adoption of Share-Based Incentives (LTIP 2024)	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	600,000		
			Totals	600,000		

NIBE INDUSTRIER AB

ISIN	SE0015988019	Meeting Date	16-May-24
Ticker	NIBE B	Deadline Date	04-May-24
Country	Sweden	Record Date	07-May-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Voting List	Management	For	TNA	N/A
4	Agenda	Management	For	TNA	N/A
5	Minutes	Management	For	TNA	N/A
6	Compliance with the Rules of Convocation	Management	For	TNA	N/A
9.A	Accounts and Reports	Management	For	TNA	N/A
9.B	Allocation of Profits/Dividends	Management	For	TNA	N/A
9.C	Ratification of Board and CEO Acts	Management	For	TNA	N/A
10	Board Size	Management	For	TNA	N/A
11	Number of Auditors	Management	For	TNA	N/A
12	Directors and Auditors' Fees	Management	For	TNA	N/A
13	Election of Directors	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Appointment of Auditor	Management	For	TNA	N/A
15	Remuneration Report	Management	For	TNA	N/A
16	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
17	Remuneration Policy	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	1,000,000		
			Totals	1,000,000		

ARRAY TECHNOLOGIES INC.

ISIN	US04271T1007	Meeting Date	21-May-24
Ticker	ARRY	Deadline Date	09-May-24
Country	United States	Record Date	27-Mar-24
Blocking	No	Vote Date	06-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Troy M. Alstead	Management	For	For	For
1.2	Elect Orlando D. Ashford	Management	For	For	For
1.3	Elect Bilal Ahmad Khan	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	250,000		06-May-24
			Totals	250,000		

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

GE HEALTHCARE TECHNOLOGIES INC

ISIN	US36266G1076	Meeting Date	21-May-24
Ticker	GEHC	Deadline Date	09-May-24
Country	United States	Record Date	25-Mar-24
Blocking	No	Vote Date	06-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Peter J. Arduini	Management	For	For	For
1b.	Elect H. Lawrence Culp, Jr.	Management	For	For	For
1c.	Elect Rodney F. Hochman	Management	For	For	For
1d.	Elect Lloyd W. Howell, Jr.	Management	For	For	For
1e.	Elect Risa Lavizzo-Mourey	Management	For	For	For
1f.	Elect Catherine Lesjak	Management	For	For	For
1g.	Elect Anne T. Madden	Management	For	For	For
1h.	Elect Tomislav Mihaljevic	Management	For	For	For
1i.	Elect William J. Stromberg	Management	For	For	For
1j.	Elect Phoebe L. Yang	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 710007	DZ Bank AG	105,000		06-May-24
			Totals	105,000		

DEXCOM INC

ISIN	US2521311074	Meeting Date	22-May-24
Ticker	DXCM	Deadline Date	10-May-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Country United States
Blocking No
Record Date 27-Mar-24
Vote Date 07-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Kevin Sayer	Management	For	For	For
1b.	Elect Steven R. Altman	Management	For	For	For
1c.	Elect Nicholas Augustinos	Management	For	For	For
1d.	Elect Richard A. Collins	Management	For	For	For
1e.	Elect Karen M. Dahut	Management	For	For	For
1f.	Elect Rimma Driscoll	Management	For	For	For
1g.	Elect Mark G. Foletta	Management	For	Against	Against
	Vote Note: Vote against the company chair when the UNCC is not in the best interests of the company.				
1h.	Elect Bridgette P. Heller	Management	For	For	For
1i.	Elect Kyle Malady	Management	For	For	For
1j.	Elect Eric J. Topol	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
4.	Shareholder Proposal Regarding Median Gender and Racial	Shareholder	Against	For	Against
	Vote Note: Increased disclosure would allow shareholders				
5.	Shareholder Proposal Regarding Political Contributions and	Shareholder	Against	For	Against
	Vote Note: Increased disclosure would allow shareholders				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	90,000		07-May-24
			Totals	90,000		

COMPUGROUP MEDICAL SE & CO. KGAA

ISIN	DE000A288904	Meeting Date	22-May-24
Ticker	COP1	Deadline Date	10-May-24
Country	Germany	Record Date	15-May-24
Blocking	No	Vote Date	04-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Dividends	Management	For	Abstain	Against
	Vote Note: Ausschüttungsquote über 100 Prozent				
3	Ratification of General Partner Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Regelmäßige Altersgrenze für				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
6	Appointment of Auditor for Sustainability Reporting	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
7	Remuneration Report	Management	For	Against	Against
	Vote Note: Keine Share Ownership Guidelines, Teilweise				
8	Approval of Profit-and-Loss Transfer Agreement with CGM	Management	For	For	For
9	Increase in Authorised Capital 2024-I	Management	For	Against	Against
	Vote Note: Kapitalerhöhungen kumulativ über 40%				
10	Increase in Authorised Capital 2024-II	Management	For	Against	Against
	Vote Note: Beantragte Kapitalerhöhung überschreitet 20%				
11	Authority to Issue Convertible Debt Instruments; Increase in	Management	For	Against	Against
	Vote Note: Kapitalerhöhungen kumulativ über 40%,				
12	Stock Option Plan; Increase in Conditional Capital	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	Vote Note: Nur aktienkursgebunden, Gleichzeitig für Authority to Repurchase and Reissue Shares	Management	For	Against	Against
14	Vote Note: Laufzeit beträgt mehr als 2 Jahre Authority to Repurchase Shares Using Equity Derivatives	Management	For	Against	Against
	Vote Note: Laufzeit beträgt mehr als 2 Jahre				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	177,500		04-May-24
			Totals	177,500		

ST MICROELECTRONICS

ISIN	NL0000226223	Meeting Date	22-May-24
Ticker	STM	Deadline Date	10-May-24
Country	Netherlands	Record Date	24-Apr-24
Blocking	No	Vote Date	03-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4	REMUNERATION REPORT	Management	For	For	For
5	Supervisory Board Remuneration Policy	Management	For	For	For
6	Accounts and Reports	Management	For	For	For
7	Allocation of Dividends	Management	For	For	For
8	Ratification of Management Board Acts	Management	For	For	For
9	Ratification of Supervisory Board Acts	Management	For	For	For
10	Amendments to Articles	Management	For	For	For
11	Management Board Remuneration Policy	Management	For	For	For
12	Elect Jean-Marc Chery to the Management Board	Management	For	For	For
13	Equity Grant - CEO	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

14	Elect Lorenzo Grandi to the Management Board	Management	For	For	For
15	Equity Grant - CFO	Management	For	For	For
16	Equity Grant - Senior Management	Management	For	For	For
17	Appointment of Auditor	Management	For	For	For
18	Elect Nicolas Dufourcq to the Supervisory Board	Management	For	For	For
19	Elect Janet G. Davidson to the Supervisory Board	Management	For	For	For
20	Elect Pascal Daloz to the Supervisory Board	Management	For	Against	Against
	Vote Note: Serves on too many boards				
21	Authority to Repurchase Shares	Management	For	For	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10000	DZ Bank AG	270,000		03-May-24
			Totals	270,000		

SEDANA MEDICAL AB

ISIN	SE0015988373	Meeting Date	22-May-24
Ticker	SEDANA	Deadline Date	10-May-24
Country	Sweden	Record Date	14-May-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Voting List	Management	For	TNA	N/A
4	Agenda	Management	For	TNA	N/A
5	Minutes	Management	For	TNA	N/A
6	Compliance with the Rules of Convocation	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8A	Accounts and Reports	Management	For	TNA	N/A
8B	Allocation of Profits/Dividends	Management	For	TNA	N/A
8C	Ratification of Board and CEO Acts	Management	For	TNA	N/A
9	Board Size; Number of Auditors	Management	For	TNA	N/A
10	Directors and Auditors' Fees	Management	For	TNA	N/A
11	Election of Directors; Appointment of Auditor	Management	For	TNA	N/A
12	Remuneration Report	Management	For	TNA	N/A
13	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	TNA	N/A
14	Remuneration Policy	Management	For	TNA	N/A
15	Adoption of Share-Based Incentives (LTI 2024)	Management	For	TNA	N/A
16A	Capital Proposal to Implement Equity Compensation Plan (LTI 2024)	Management	For	TNA	N/A
16B	Authority to Transfer Warrants (LTI 2024)	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	400,000		
			Totals	400,000		

THREDUP INC

ISIN	US88556E1029	Meeting Date	23-May-24
Ticker	TDUP	Deadline Date	11-May-24
Country	United States	Record Date	28-Mar-24
Blocking	No	Vote Date	08-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Patricia Nakache	Management	For	Withhold	Against
	Vote Note: Vote against the chair of the nomination or				
1.2	Elect Amanda Ginsberg	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.	Ratification of Auditor	Management	For	For	For
3.	Amendment to Certificate of Incorporation Regarding Officer	Management	For	Against	Against
Vote Note: Not in shareholders" best interests					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	150,000		08-May-24
			Totals	150,000		

SUNOPTA, INC.

ISIN	CA8676EP1086	Meeting Date	23-May-24
Ticker	STKL	Deadline Date	11-May-24
Country	Canada	Record Date	28-Mar-24
Blocking	No	Vote Date	08-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Albert D. Bolles	Management	For	For	For
1b.	Elect Rebecca Fisher	Management	For	For	For
1c.	Elect R. Dean Hollis	Management	For	Against	Against
Vote Note: Vote against board chair at tier 3 company, if the					
1d.	Elect Katrina L. Houde	Management	For	For	For
1e.	Elect Brian Kocher	Management	For	For	For
1f.	Elect Diego Reynoso	Management	For	For	For
1g.	Elect Leslie Starr Keating	Management	For	Against	Against
Vote Note: Vote against the chair of the nomination or					
1h.	Elect Mahes S. Wickramasinghe	Management	For	For	For
2.	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Vote Note: No tie between compensation and sustainability.
The Compensation Committee of the Board of Directors of the Company

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - FUND	DZ Bank AG	350,000		08-May-24
Totals				350,000		

BIOMERIEUX

ISIN	FR0013280286	Meeting Date	23-May-24
Ticker	BIM	Deadline Date	11-May-24
Country	France	Record Date	20-May-24
Blocking	No	Vote Date	06-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Ratification of Board Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Elect Harold Boël	Management	For	For	For
6	Elect Groupe Industriel Marcel Dassault (Marie-Hélène Vote Note: Vote against ESG committee of tier 3 company, "Groupe Industriel Marcel Dassault")	Management	For	Against	Against
7	Elect Viviane Monges	Management	For	For	For
8	Elect Benoît Ribadeau-Dumas as Censor Vote Note: Insufficient justification	Management	For	Against	Against
9	Appointment of Auditor (EY)	Management	For	For	For
10	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	For
11	2024 Directors' Fees	Management	For	For	For
12	2024 Remuneration Policy (Corporate Officers)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13	2024 Remuneration Policy (Chair) Vote Note: Excessive compensation	Management	For	Against	Against
14	2024 Remuneration Policy (CEO) Vote Note: Insufficient response to shareholder dissent;	Management	For	Against	Against
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
16	2023 Remuneration Report Vote Note: Concerning pay practices	Management	For	Against	Against
17	2023 Remuneration of Alexandre Merieux, Chair and CEO Vote Note: Insufficient response to shareholder dissent;	Management	For	Against	Against
18	2023 Remuneration of Pierre Boulud, Deputy CEO (until Vote Note: Insufficient response to shareholder dissent;	Management	For	Against	Against
19	Amendment to the 2022 Authority to Repurchase and	Management	For	For	For
20	Authority to Repurchase and Reissue Shares	Management	For	For	For
21	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
22	Authority to Issue Performance Shares Vote Note: Potential dilution exceeds recommended	Management	For	Against	Against
23	Employee Stock Purchase Plan	Management	For	For	For
24	Removal of Preemptive Rights Rights in Favour of	Management	For	For	For
25	Global Ceiling on Capital Increases	Management	For	For	For
26	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	75,000		06-May-24
			Totals	75,000		

EQUINIX INC

ISIN	US29444U7000	Meeting Date	23-May-24
Ticker	EQIX	Deadline Date	11-May-24
Country	United States	Record Date	26-Mar-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Blocking No Vote Date 08-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect Nanci E. Caldwell	Management	For	For	For
1b	Elect Adaire Fox-Martin	Management	For	For	For
1c	Elect Gary F. Hromadko	Management	For	For	For
1d	Elect Charles Meyers	Management	For	Against	Against
	Vote Note: Vote against the company chair when the				
1e	Elect Thomas S. Olinger	Management	For	For	For
1f	Elect Christopher B. Paisley	Management	For	For	For
1g	Elect Jeetendra I. Patel	Management	For	For	For
1h	Elect Sandra Rivera	Management	For	For	For
1i	Elect Fidelma Russo	Management	For	For	For
1j	Elect Peter F. Van Camp	Management	For	For	For
2	Advisory Vote on Executive Compensation	Management	For	For	For
3	Amendment to the 2004 Employee Stock Purchase Plan	Management	For	For	For
4	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	12,500		08-May-24
		T10007				
			Totals	12,500		

MILLICOM INTERNATIONAL CELLULAR S.A.

ISIN	SE0001174970	Meeting Date	23-May-24
Ticker	MIC SDB	Deadline Date	11-May-24
Country	Luxembourg	Record Date	08-May-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Blocking No

Vote Date

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
A.1	Election of Presiding Chair	Management	For	TNA	N/A
A.2	Presentation of Accounts and Reports; Report of the Board	Management	For	TNA	N/A
A.3	Annual and Consolidated Accounts for Fiscal Year 2023	Management	For	TNA	N/A
A.4	Allocation of Profits	Management	For	TNA	N/A
A.5	Ratification of Board Acts	Management	For	TNA	N/A
A.6	Board Size	Management	For	TNA	N/A
A.7	Elect Maria Teresa Altagarcia Arnal Machado	Management	For	TNA	N/A
A.8	Elect Bruce B. Churchill	Management	For	TNA	N/A
A.9	Elect Tomas Eliasson	Management	For	TNA	N/A
A.10	Elect Mauricio Ramos	Management	For	TNA	N/A
A.11	Elect Thomas Reynaud	Management	For	TNA	N/A
A.12	Elect Blanca Avelina Treviño de Vega	Management	For	TNA	N/A
A.13	Elect Aude Durand	Management	For	TNA	N/A
A.14	Elect Maxime Lombardini	Management	For	TNA	N/A
A.15	Elect Justine Dimovic	Management	For	TNA	N/A
A.16	Elect Mauricio Ramos as Chair	Management	For	TNA	N/A
A.17	Directors' Fees	Management	For	TNA	N/A
A.18	Appointment of Auditor and Authority to Set Fees	Management	For	TNA	N/A
A.19	Nomination Committee Guidelines	Management	For	TNA	N/A
A.20	Authority to Repurchase Shares	Management	For	TNA	N/A
A.21	Remuneration Report	Management	For	TNA	N/A
A.22	Remuneration Policy	Management	For	TNA	N/A
A.23	Share-Based Incentive Plans	Management	For	TNA	N/A
E.1	Election of Presiding Chair (EGM)	Management	For	TNA	N/A
E.2	Amendments to Articles (Meetings of the Board)	Management	For	TNA	N/A

Proxy Voting Summary

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E.3	Amendments to Articles (Editorial)	Management	For	TNA	N/A
E.4	Amendments to Articles	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	250,000		
			Totals	250,000		

SEB

ISIN	FR0000121709	Meeting Date	23-May-24
Ticker	SK	Deadline Date	11-May-24
Country	France	Record Date	20-May-24
Blocking	No	Vote Date	09-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Thierry de La Tour d'Artaise	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Fonds Stratégique de Participations (Catherine D'Amato)				
5	Élect Fonds Stratégique de Participations (Catherine D'Amato)	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Venelle Investissement (Damarys Braida)				
6	Élect Venelle Investissement (Damarys Braida)	Management	For	Against	Against
	Vote Note: Board is not sufficiently independent; Other				
7	Elect François Mirallié	Management	For	Against	Against
	Vote Note: Board is not sufficiently independent; Other				
8	2023 Remuneration Report	Management	For	For	For
9	2023 Remuneration of Thierry de La Tour d'Artaise, Chair	Management	For	Against	Against

Proxy Voting Summary

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	Vote Note: Excessive compensation				
10	2023 Remuneration of Stanislas De Gramont, CEO	Management	For	For	For
11	2024 Remuneration Policy (Chair)	Management	For	For	For
12	2024 Remuneration Policy (CEO)	Management	For	Against	Against
	Vote Note: Poor overall design				
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
	Vote Note: May be used as anti-takeover device				
15	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o	Management	For	For	For
20	Authority to Issue Shares and/or Convertible Debt Through	Management	For	For	For
21	Authority to Increase Capital in Consideration for	Management	For	For	For
22	Global Ceiling on Capital Increases	Management	For	For	For
23	Authority to Increase Capital Through Capitalisations	Management	For	For	For
24	Authority to Issue Performance Shares	Management	For	For	For
25	Employee Stock Purchase Plan	Management	For	For	For
26	Authorisation of Legal Formalities	Management	For	For	For
A	Shareholder Proposal Regarding Election of Pascal Girardot	Shareholder	Against	For	Against
	Vote Note: In the best interests of shareholders				
B	Shareholder Proposal Regarding Setting Age Limits for	Shareholder	Against	Against	For
C	Shareholder Proposal Regarding Setting Age Limits for	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	30,000		09-May-24
			Totals	30,000		

Proxy Voting Summary

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SMA SOLAR TECHNOLOGY

ISIN	DE000A0DJ6J9	Meeting Date	28-May-24
Ticker	S92	Deadline Date	16-May-24
Country	Germany	Record Date	06-May-24
Blocking	No	Vote Date	11-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Barbara Gregor	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
3.2	Ratify Jürgen Reinert	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4.1	Ratify Roland Bent	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.2	Ratify Martin Breul	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.3	Ratify Oliver Dietzel	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.4	Ratify Kim Fausing	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.5	Ratify Johannes Häde	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.6	Ratify Alexa Hergenröther	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.7	Ratify Uwe Kleinkauf	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.8	Ratify Ilonka Nussbaumer	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				

Proxy Voting Summary

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4.9	Ratify Yvonne Siebert	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.10	Ratify Romy Siegert	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.11	Ratify Jan Henrik Supady	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
4.12	Ratify Matthias Victor	Management	For	Against	Against
	Vote Note: keine Angaben zur beabsichtigten Teilnahme				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Fixe Vergütung übersteigt variable Vergütung				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	30,000		11-May-24
			Totals	30,000		

KION GROUP AG

ISIN	DE000KGX8881	Meeting Date	29-May-24
Ticker	DAN	Deadline Date	17-May-24
Country	Germany	Record Date	07-May-24
Blocking	No	Vote Date	13-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				

Proxy Voting Summary

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4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
5.1	Appointment of Auditor	Management	For	For	For
5.2	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Sonderboni möglich, Korridor von +/-30 Prozent				
7	Management Board Remuneration Policy	Management	For	For	For
8	Amendments to Articles (Record Date)	Management	For	For	For
9	Amendment to Previously-Approved Control Agreement	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	90,000		13-May-24
			Totals	90,000		

ASR NEDERLAND NV

ISIN	NL0011872643	Meeting Date	29-May-24
Ticker	ASRNL	Deadline Date	17-May-24
Country	Netherlands	Record Date	01-May-24
Blocking	No	Vote Date	11-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.d.	Remuneration Report	Management	For	For	For
3.a.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Dividends	Management	For	For	For
4.b.	Appointment of Auditor	Management	For	For	For
5.a.	Ratification of Management Board Acts	Management	For	For	For
5.b.	Ratification of Supervisory Board Acts	Management	For	For	For

Proxy Voting Summary

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6.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
6.c.	Authority to Repurchase Shares	Management	For	For	For
7.b.	Opportunity to Make Recommendations on the Supervisory Board	Management		Against	N/A
Vote Note: Granting unfettered discretion is unwise					
7.d.	Elect Bob Elfring to the Supervisory Board	Management	For	For	For
7.e.	Elect Joop Wijn to the Supervisory Board	Management	For	Against	Against
Vote Note: Vote against ESG committee of tier 3 company, if it is not a member of the CACD					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	240,000		11-May-24
Totals				240,000		

LEGRAND SA

ISIN	FR0010307819	Meeting Date	29-May-24
Ticker	LR	Deadline Date	17-May-24
Country	France	Record Date	24-May-24
Blocking	No	Vote Date	08-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For
6	2023 Remuneration Report	Management	For	For	For
7	2023 Remuneration of Angeles Garcia-Poveda, Chair	Management	For	For	For

Proxy Voting Summary

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8	2023 Remuneration of Benoît Coquart, CEO	Management	For	For	For
9	2024 Remuneration Policy (Chair)	Management	For	For	For
10	2024 Remuneration Policy (CEO)	Management	For	For	For
11	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2024 Directors' Fees	Management	For	For	For
13	Elect Rekha Mehrotra Menon	Management	For	For	For
14	Elect Jean-Marc Chéry	Management	For	For	For
15	Authority to Repurchase and Reissue Shares	Management	For	For	For
16	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
17	Authority to Issue Performance Shares	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt Through	Management	For	For	For
21	Greenshoe	Management	For	For	For
22	Authority to Increase Capital Through Capitalisations	Management	For	For	For
23	Employee Stock Purchase Plan	Management	For	For	For
24	Authority to Increase Capital in Consideration for	Management	For	For	For
25	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For
26	Amendments to Articles Regarding Staggered Board	Management	For	For	For
27	Amendments to Articles	Management	For	For	For
28	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	60,000		08-May-24
			Totals	60,000		

HOFFMANN GREEN CEMENT TECHNOLOGIES

ISIN	FR0013451044	Meeting Date	31-May-24
Ticker	ALHGR	Deadline Date	19-May-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Country France
Blocking No
Record Date 28-May-24
Vote Date 16-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Losses	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Appointment of Auditor (KPMG)	Management	For	For	For
6	Elect Isabelle Mommessin	Management	For	For	For
7	2024 Directors' Fees	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9	Authority to Issue Shares and Convertible Debt w/ Vote Note: Debt amounts not disclosed	Management	For	Abstain	Against
10	Authority to Issue Shares and Convertible Debt w/o Vote Note: Potential dilution exceeds recommended	Management	For	Against	Against
11	Authority to Issue Shares and Convertible Debt w/o Vote Note: Debt amounts not disclosed; Potential dilution	Management	For	Against	Against
12	Greenshoe Vote Note: Potential dilution exceeds recommended	Management	For	Against	Against
13	Employee Stock Purchase Plan	Management	For	For	For
14	Global Ceiling on Capital Increases	Management	For	For	For
15	Authority to Issue Restricted Shares Vote Note: Potential dilution exceeds recommended	Management	For	Against	Against
16	Authority to Increase Capital Through Capitalisations	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Amendment to Articles Vote Note: Amendment is not in best interests of	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	93,250		16-May-24
Totals				93,250		

POSTE ITALIANE S.P.A

ISIN	IT0003796171	Meeting Date	31-May-24
Ticker	PST	Deadline Date	19-May-24
Country	Italy	Record Date	22-May-24
Blocking	No	Vote Date	16-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Dividends	Management	For	For	For
0030	Remuneration Policy	Management	For	For	For
0040	Remuneration Report	Management	For	For	For
0050	Adoption of Equity Incentive Plans	Management	For	For	For
0060	Authority to Repurchase and Reissue Shares to Service	Management	For	For	For
0070	Amendments to Article 4 (Corporate Purpose)	Management	For	For	For
0080	Amendments to Article 11 (Closed-Door Meetings)	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of Management				
0090	Amendments to Article 12 (Secretary of General Meetings)	Management	For	For	For
0100	Amendments to Article 14 (Board Committees)	Management	For	For	For
0110	Amendments to Article 16 (Board Meetings)	Management	For	For	For
0120	Amendments to Article 20 (Appointment of Control	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	700,000	16-May-24
Totals				700,000	

PROCREDIT HOLDING AG

ISIN	DE0006223407	Meeting Date	04-Jun-24
Ticker	PCZ	Deadline Date	23-May-24
Country	Germany	Record Date	28-May-24
Blocking	No	Vote Date	20-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratification of General Partner Acts (until September 27, 2024)	Management	For	For	For
3.2	Ratification of Management Board of General Partner Acts	Management	For	For	For
3.3	Ratification of Management Board Acts	Management	For	For	For
4.1	Ratification of Supervisory Board Acts (until September 27, 2024)	Management	For	Against	Against
4.2	Ratification of Supervisory Board of General Partner Acts Vote Note: Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder 500 Tage	Management	For	Against	Against
4.3	Ratification of Supervisory Board Acts Vote Note: Regelzugehörigkeitsdauer für Aufsichtsratsmitglieder 500 Tage	Management	For	Against	Against
5	Appointment of Auditor Vote Note: Verantwortlicher Prüfer namentlich genannt, nicht als "Big 4" bezeichnet	Management	For	Against	Against
6	Remuneration Report Vote Note: Vergütung ausschließlich fix, Variable Vergütung für 2023	Management	For	Against	Against
7	Management Board Remuneration Policy Vote Note: Vergütung überwiegend fix, Variable Vergütung für 2023	Management	For	Against	Against
8	Supervisory Board Remuneration Policy	Management	For	For	For
9.1	Elect Karin Katerbau	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

9.2	Elect Berna Ulman		Management	For		For	For
Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date	
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	450,000		20-May-24	
Totals				450,000			

KRONES AG

ISIN	DE0006335003	Meeting Date	04-Jun-24
Ticker	KRN	Deadline Date	23-May-24
Country	Germany	Record Date	13-May-24
Blocking	No	Vote Date	19-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den				
5.1	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
5.2	Appointment of Auditor for Sustainability Reporting	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Grundvergütung größer als Variable (59%),				
7	Amendments to Articles (Record Date)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

346801	GLS Bank Aktienfonds	5850114681 - T100007	DZ Bank AG	20,000	19-May-24
Totals				20,000	

ENCAVIS AG

ISIN	DE0006095003	Meeting Date	05-Jun-24
Ticker	CAP	Deadline Date	24-May-24
Country	Germany	Record Date	14-May-24
Blocking	No	Vote Date	20-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4A	Ratify Rolf Martin Schmitz	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
4B	Ratify Manfred Krüper	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
4C	Ratify Albert Büll	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
4D	Ratify Fritz Vahrenholt	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
4E	Ratify Christine Scheel	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
4F	Ratify Henning Kreke	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
4G	Ratify Marcus Schenck	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats				
4H	Ratify Thorsten Testorp	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4I	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats Ratify Isabella Pfaller	Management	For	Against	Against
5	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats Appointment of Auditor	Management	For	Against	Against
6	Vote Note: Verantwortlicher Prüfer namentlich genannt, Remuneration Report	Management	For	Against	Against
7	Vote Note: Keine Share Ownership Guidelines, LTI- Management Board Remuneration Policy	Management	For	Against	Against
8A	Vote Note: Keine Share Ownership Guidelines, LTI- Elect Marcus Schenck	Management	For	Against	Against
8B	Vote Note: Unabhängigkeit unter 50 Prozent Elect Ayleen Oehmen-Görisch	Management	For	Against	Against
9A	Vote Note: Unabhängigkeit unter 50 Prozent Amendments to Articles Regarding Corporate Purpose	Management	For	For	For
9B	Amendments to Articles Regarding Virtual Only Meetings	Management	For	Abstain	Against
10	Vote Note: Einzelfallentscheidung, Cancellation of Conditional Capital	Management	For	For	For
11	Increase in Authorised Capital	Management	For	Against	Against
	Vote Note: Bezugsrechtsausschlüsse weder einzeln noch				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	500,000		20-May-24
			Totals	500,000		

HA SUSTAINABLE INFRASTRUCTURE CAPITAL INC.

ISIN	US41068X1000	Meeting Date	06-Jun-24
Ticker	HASI	Deadline Date	25-May-24
Country	United States	Record Date	21-Mar-24
Blocking	No	Vote Date	22-May-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Jeffrey W. Eckel	Management	For	For	For
1.2	Elect Lizabeth A. Ardisana	Management	For	For	For
1.3	Elect Clarence D. Armbrister	Management	For	Withhold	Against
1.4	Vote Note: Vote against ESG committee of tier 3 company, Elect Teresa M. Brenner				
	Vote Note: Vote against the chair of the nomination or				
1.5	Elect Nancy C. Floyd	Management	For	For	For
1.6	Elect Jeffrey A. Lipson	Management	For	For	For
1.7	Elect Charles M. O'Neil	Management	For	Withhold	Against
1.8	Vote Note: Vote against ESG committee of tier 3 company, Elect Richard J. Osborne				
1.9	Elect Steven G. Osgood	Management	For	For	For
1.10	Elect Kimberly A. Reed	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
3.	Vote Note: Excessive Auditor Tenure.				
	Advisory Vote on Executive Compensation				
4.	Vote Note: No tie between compensation and sustainability.				
	Reincorporation				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	300,000		22-May-24
			Totals	300,000		

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ISIN DE0005759807 Meeting Date 06-Jun-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Ticker	IXX	Deadline Date	25-May-24
Country	Germany	Record Date	15-May-24
Blocking	No	Vote Date	22-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Individualisierte Sitzungsteilnahme der				
5	Appointment of Auditor	Management	For	For	For
6	Amendments to Articles (Record Date)	Management	For	For	For
7	Amendments to Articles (General Meeting Chair)	Management	For	For	For
8	Supervisory Board Size	Management	For	Against	Against
	Vote Note: Antrag nicht begründet, Aufsichtsrat potentiell				
9.1	Elect Michaela Dickgießer	Management	For	Against	Against
	Vote Note: Sitzungsteilnahme nicht individualisiert				
9.2	Elect Christina Greschner	Management	For	Against	Against
	Vote Note: Sitzungsteilnahme nicht individualisiert,				
9.3	Elect Johannes Haupt	Management	For	Against	Against
	Vote Note: Sitzungsteilnahme nicht individualisiert,				
9.4	Elect Ulrich Sieg	Management	For	Against	Against
	Vote Note: Sitzungsteilnahme nicht individualisiert,				
9.5	Elect Andreas Thun	Management	For	Against	Against
	Vote Note: Sitzungsteilnahme nicht individualisiert,				
9.6	Elect Gottfried Greschner as Substitute Member	Management	For	Against	Against
	Vote Note: Unabhängigkeit unter 50 Prozent, Wechsel des				
10	Increase in Authorised Capital	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11	Vote Note: Bezugsrechtsausschlüsse kumulativ theoretisch möglich, Management Board Remuneration Report	Management	For	Against	Against
	Vote Note: Zielvergütung nicht transparent veröffentlicht, Management Board Remuneration Policy	Management	For	Against	Against
12	Vote Note: Zielvergütung unklar, STI hat nur ein Management Board Remuneration Policy	Management	For	Against	Against
	Vote Note: Zielvergütung unklar, STI hat nur ein Management Board Remuneration Policy	Management	For	Against	Against

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	47,500		22-May-24
			Totals	47,500		

7C SOLARPARKEN AG

ISIN	DE000A11QW68	Meeting Date	06-Jun-24
Ticker	HRPK	Deadline Date	25-May-24
Country	Germany	Record Date	15-May-24
Blocking	No	Vote Date	21-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
4	Vote Note: Geschäftsordnung des Vorstands nicht Ratification of Supervisory Board Acts	Management	For	Against	Against
5	Vote Note: Benennung eines Vorstandsmitgliedes als Appointment of Auditor	Management	For	Against	Against
6	Vote Note: Verantwortlicher Prüfer namentlich genannt, Remuneration Report	Management	For	Against	Against
7	Vote Note: Zielvergütung überwiegend fix, Keine Clawback- Amendments to Articles (Record Date)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Authority to Repurchase and Reissue Shares Vote Note: Rückkaufpreis übersteigt den jeweiligen	Management	For	Against	Against
9	Authority to Repurchase Shares Using Equity Derivatives Vote Note: Rückkaufpreis übersteigt den jeweiligen	Management	For	Against	Against
10	Management Board Remuneration Policy Vote Note: Zielvergütung überwiegend fix, Keine Clawback-	Management	For	Against	Against
11	Supervisory Board Remuneration Policy	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	700,000		21-May-24
			Totals	700,000		

FASTNED B.V.

ISIN	NL0013654809	Meeting Date	06-Jun-24
Ticker	FAST	Deadline Date	25-May-24
Country	Netherlands	Record Date	09-May-24
Blocking	No	Vote Date	22-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.	Ratification of Stichting Board Acts	Management	For	For	For
5.	Remuneration Policy for Stichting Board Members (Forward-	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	50,000		22-May-24
			Totals	50,000		

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

FASTNED B.V.

ISIN	NL0013654809	Meeting Date	06-Jun-24
Ticker	FAST	Deadline Date	25-May-24
Country	Netherlands	Record Date	09-May-24
Blocking	No	Vote Date	22-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2C	REMUNERATION POLICY	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
4	Accounts and Reports	Management	For	For	For
5	Allocation of Losses	Management	For	For	For
6A	Ratification of Management Board Acts	Management	For	For	For
6B	Ratification of Supervisory Board Acts	Management	For	For	For
7	Appointment of Auditor	Management	For	For	For
8	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	50,000		22-May-24
			Totals	50,000		

TEAMVIEWER SE

ISIN	DE000A2YN900	Meeting Date	07-Jun-24
Ticker	TMV	Deadline Date	26-May-24
Country	Germany	Record Date	16-May-24
Blocking	No	Vote Date	23-May-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Ratification of Management Board Acts Vote Note: Geschäftsordnung des Vorstands nicht	Management	For	Against	Against
3	Ratification of Supervisory Board Acts Vote Note: keine Angaben zur beabsichtigten Teilnahme	Management	For	Abstain	Against
4.1	Appointment of Auditor Vote Note: Verantwortlicher Prüfer namentlich genannt,	Management	For	Against	Against
4.2	Appointment of Auditor for Sustainability Reporting Vote Note: Verantwortlicher Prüfer namentlich genannt,	Management	For	Against	Against
5	Remuneration Report Vote Note: Erhöhung der Fixvergütung des CEO um mehr	Management	For	Against	Against
6	Approval of Profit-and-Loss Transfer Agreement	Management	For	For	For
7	Increase in Authorised Capital 2024/I Vote Note: Kapitalerhöhungen kumulativ über 40%	Management	For	Against	Against
8	Authority to Issue Convertible Debt Instruments; Increase in Vote Note: Kapitalerhöhungen kumulativ über 40%	Management	For	Against	Against
9	Increase in Authorised Capital 2024/II Vote Note: Kapitalerhöhungen kumulativ über 40%	Management	For	Against	Against
10	Elect Joachim Heel as Supervisory Board Member	Management	For	For	For
11	Authority to Repurchase and Reissue Shares Vote Note: Laufzeit beträgt mehr als 2 Jahre	Management	For	Against	Against
12	Authority to Repurchase Shares Using Equity Derivatives Vote Note: Laufzeit beträgt mehr als 2 Jahre	Management	For	Against	Against
13	Amendments to Articles (Record Date)	Management	For	For	For
14	Amendments to Articles (Editorial)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	225,000	23-May-24
Totals				225,000	

WORKDAY INC

ISIN	US98138H1014	Meeting Date	18-Jun-24
Ticker	WDAY	Deadline Date	06-Jun-24
Country	United States	Record Date	19-Apr-24
Blocking	No	Vote Date	03-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Aneel Bhusri	Management	For	For	For
1b.	Elect Thomas F. Bogan	Management	For	For	For
1c.	Elect Lynne M. Doughtie	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
4.	Amendment to Certificate of Incorporation Regarding Officer	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	16,000		03-Jun-24
Totals				16,000		

CROWDSTRIKE HOLDINGS INC

ISIN	US22788C1053	Meeting Date	18-Jun-24
Ticker	CRWD	Deadline Date	06-Jun-24
Country	United States	Record Date	22-Apr-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Blocking No Vote Date 03-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Roxanne S. Austin	Management	For	For	For
1.2	Elect Sameer K. Gandhi	Management	For	For	For
1.3	Elect Gerhard Watzinger	Management	For	Withhold	Against
Vote Note: Vote against ESG committee of tier 3 company, "T3" as per the GAGP.					
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
Vote Note: No tie between compensation and sustainability.					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	45,000		03-Jun-24
Totals				45,000		

SUNRUN INC

ISIN	US86771W1053	Meeting Date	18-Jun-24
Ticker	RUN	Deadline Date	06-Jun-24
Country	United States	Record Date	19-Apr-24
Blocking	No	Vote Date	03-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Katherine August-deWilde	Management	For	For	For
1.2	Elect Sonita Lontoh	Management	For	For	For
1.3	Elect Gerald Risk	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Vote Note: Concerning pay practices; Pay for performance

3.	Ratification of Auditor	Management	For	For	For
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Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	250,000		03-Jun-24
			Totals	250,000		

WEST JAPAN RAILWAY COMPANY

ISIN	JP3659000008	Meeting Date	19-Jun-24
Ticker	9021	Deadline Date	04-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	04-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Kazuaki Hasegawa	Management	For	For	For
2.2	Elect Yoshinobu Tsutsui	Management	For	For	For
2.3	Elect Haruko Nozaki	Management	For	For	For
2.4	Elect Kenji Iino	Management	For	For	For
2.5	Elect Yoshiyuki Miyabe	Management	For	For	For
2.6	Elect Shoji Kurasaka	Management	For	For	For
2.7	Elect Eiji Tsubone	Management	For	For	For
2.8	Elect Hideo Okuda	Management	For	For	For
2.9	Elect Koichi Haruna	Management	For	For	For
2.10	Elect Akira Inoue	Management	For	For	For
2.11	Elect Takeshi Urushihara	Management	For	For	For
3.1	Elect Maki Ogura	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Vote Note: Vote against the company chair when the						
3.2	Elect Makiko Tada	Management	For	For	For	
3.3	Elect Emiko Hazama	Management	For	For	For	
3.4	Elect Kenryo Goto	Management	For	For	For	

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	150,000		04-Jun-24
			Totals	150,000		

BIAGEN INC

ISIN	US09062X1037	Meeting Date	20-Jun-24
Ticker	BIIB	Deadline Date	08-Jun-24
Country	United States	Record Date	25-Apr-24
Blocking	No	Vote Date	05-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Caroline D. Dorsa	Management	For	For	For
1b.	Elect Maria C. Freire	Management	For	For	For
1c.	Elect William A. Hawkins	Management	For	For	For
1d.	Elect Susan K. Langer	Management	For	For	For
1e.	Elect Jesus B. Mantas	Management	For	For	For
1f.	Elect Monish Patolawala	Management	For	For	For
1g.	Elect Eric K. Rowinsky	Management	For	For	For
1h.	Elect Stephen A. Sherwin	Management	For	For	For
1i.	Elect Christopher A. Viehbacher	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against

Vote Note: Excessive Auditor Tenure.

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Amendment Regarding Officer Exculpation	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of				
5.	Approval of the 2024 Omnibus Equity Plan	Management	For	For	For
6.	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - 710007	DZ Bank AG	9,000		05-Jun-24
Totals				9,000		

BEFESA S.A.

ISIN	LU1704650164	Meeting Date	20-Jun-24
Ticker	BFSA	Deadline Date	08-Jun-24
Country	Luxembourg	Record Date	06-Jun-24
Blocking	No	Vote Date	29-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Approval of Consolidated Financial Statements	Management	For	For	For
3	Approval of Standalone Financial Statements	Management	For	For	For
4	Allocation of Dividends	Management	For	For	For
5	Ratification of Board Acts	Management	For	For	For
6	Non-Executive Directors' Fees	Management	For	For	For
7	Elect Soledad Luca de Tena García-Conde as Board	Management	For	For	For
8	Remuneration Report	Management	For	For	For
9	Appointment of Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

346801	GLS Bank Aktienfonds	5850114681 - T16007	DZ Bank AG	100,000	29-May-24
Totals				100,000	

EAST JAPAN RAILWAY COMPANY

ISIN	JP3783600004	Meeting Date	20-Jun-24
Ticker	9020	Deadline Date	05-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	05-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Yuji Fukasawa	Management	For	Against	Against
	Vote Note: Vote against the company chair when the "UNGC" initiative is implemented.				
2.2	Elect Yoichi Kise	Management	For	For	For
2.3	Elect Katsumi Ise	Management	For	For	For
2.4	Elect Chiharu Watari	Management	For	For	For
2.5	Elect Atsuko Ito	Management	For	For	For
2.6	Elect Harumi Nakagawa	Management	For	For	For
2.7	Elect Hideji Uchida	Management	For	For	For
2.8	Elect Hiroko Kawamoto	Management	For	For	For
2.9	Elect Toshio Iwamoto	Management	For	For	For
2.10	Elect Yumiko Noda	Management	For	For	For
2.11	Elect Hiroshi Ohashi	Management	For	For	For
3	Elect Tomoko Amaya as Audit Committee Director	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T16007	DZ Bank AG	115,000		05-Jun-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Totals 115,000

ALSTOM

ISIN	FR0010220475	Meeting Date	20-Jun-24
Ticker	ALO	Deadline Date	08-Jun-24
Country	France	Record Date	17-Jun-24
Blocking	No	Vote Date	02-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Caisse de Dépôt et Placement du Quebec (Kim	Management	For	For	For
6	Ratification of Co-option of Philippe Petitcolin	Management	For	For	For
7	Elect Philippe Petitcolin	Management	For	For	For
8	Elect Jay Walder	Management	For	For	For
9	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For
10	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
11	Amendment to the 2023 Remuneration Policy (Chair and	Management	For	For	For
12	Amendment to the 2023 Remuneration Policy (Board of	Management	For	For	For
13	2024 Remuneration Policy (CEO)	Management	For	For	For
14	2024 Remuneration Policy (Chair)	Management	For	For	For
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
16	2023 Remuneration Report	Management	For	For	For
17	2023 Remuneration of Henri Poupart-Lafarge, Chair and	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

20	Authority to Increase Capital Through Capitalisations	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt w/	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/o	Management	For	For	For
23	Authority to Issue Shares and Convertible Debt Through	Management	For	For	For
24	Authority to Set Offering Price of Shares	Management	For	For	For
25	Employee Stock Purchase Plan	Management	For	For	For
26	Stock Purchase Plan for Overseas Employees	Management	For	For	For
27	Greenshoe	Management	For	For	For
28	Authority to Increase Capital in Consideration for	Management	For	For	For
29	Authority to Issue Shares w/o Preemptive Rights in	Management	For	For	For
30	Authority to Issue Performance Shares	Management	For	For	For
31	Amendments to Articles Regarding Share Ownership	Management	For	For	For
32	Amendments to Articles Regarding Chair Age Limits	Management	For	For	For
33	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	450,000		02-Jun-24
			Totals	450,000		

STEICO SE

ISIN	DE000A0LR936	Meeting Date	21-Jun-24
Ticker	ST5	Deadline Date	09-Jun-24
Country	Germany	Record Date	30-May-24
Blocking	No	Vote Date	06-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den				
4	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfungspartner und dessen				
5A	Elect Paul O'Gorman	Management	For	Against	Against
	Vote Note: Unabhängigkeit unter 50 Prozent				
5B	Elect Aiveen Kearney	Management	For	Against	Against
	Vote Note: Unabhängigkeit unter 50 Prozent				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	25,000		06-Jun-24
			Totals	25,000		

CENTRAL JAPAN RAILWAY CO

ISIN	JP3566800003	Meeting Date	21-Jun-24
Ticker	9022	Deadline Date	09-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	06-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Shin Kaneko	Management	For	Against	Against
	Vote Note: Vote against the company chair when the				
2.2	Elect Shunsuke Niwa	Management	For	For	For
2.3	Elect Kentaro Takeda	Management	For	For	For
2.4	Elect Akihiko Nakamura	Management	For	For	For
2.5	Elect Takanori Mizuno	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.6	Elect Hiroshi Suzuki	Management	For	For	For
2.7	Elect Koei Tsuge	Management	For	For	For
2.8	Elect Haruo Kasama	Management	For	For	For
2.9	Elect Taku Oshima	Management	For	For	For
2.10	Elect Tsuyoshi Nagano	Management	For	For	For
2.11	Elect Hiroko Kiba @ Hiroko Yoda	Management	For	For	For
2.12	Elect Joseph P. Schmelzeis, Jr.	Management	For	For	For
3	Elect Shione Kinoshita as Statutory Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	325,000		06-Jun-24
			Totals	325,000		

YAMAHA CORPORATION

ISIN	JP3942600002	Meeting Date	24-Jun-24
Ticker	7951	Deadline Date	12-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	09-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Takuya Nakata	Management	For	Against	Against
	Vote Note: There is insufficient female representation on				
2.2	Elect Atsushi Yamaura	Management	For	For	For
2.3	Elect Yoshihiro Hidaka	Management	For	Against	Against
	Vote Note: There is insufficient female representation on				
2.4	Elect Mikio Fujitsuka	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.5	Elect Paul Candland	Management	For	Against	Against
	Vote Note: There is insufficient female representation on				
2.6	Elect Hiromichi Shinohara	Management	For	Against	Against
	Vote Note: There is insufficient female representation on				
2.7	Elect Naoko Yoshizawa	Management	For	For	For
2.8	Elect Naho Ebata @ Naho Kida	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	200,000		09-Jun-24
			Totals	200,000		

CYBERARK SOFTWARE LTD

ISIN	IL0011334468	Meeting Date	26-Jun-24
Ticker	CYBR	Deadline Date	14-Jun-24
Country	Israel	Record Date	21-May-24
Blocking	No	Vote Date	11-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Matthew Cohen	Management	For	For	For
1b.	Elect François Auque	Management	For	For	For
1c.	Elect Mary Yang	Management	For	For	For
2.	Equity Grant of Executive Chair	Management	For	For	For
3.	Amend Indemnification Terms of Officers	Management	For	For	For
4.	Amendments to Articles	Management	For	For	For
5.	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	62,500		11-Jun-24
			Totals	62,500		

TAKEDA PHARMACEUTICAL CO

ISIN	JP3463000004	Meeting Date	26-Jun-24
Ticker	4502	Deadline Date	14-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	11-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Christophe Weber	Management	For	For	For
2.2	Elect Andrew Plump	Management	For	For	For
2.3	Elect Milano Furuta	Management	For	For	For
2.4	Elect Masami Iijima	Management	For	For	For
2.5	Elect Ian T. Clark	Management	For	For	For
2.6	Elect Steven Gillis	Management	For	For	For
2.7	Elect John M. Maraganore	Management	For	For	For
2.8	Elect Michel Orsinger	Management	For	For	For
2.9	Elect Miki Tsusaka	Management	For	For	For
2.10	Elect Emiko Higashi	Management	For	For	For
3.1	Elect Koji Hatsukawa	Management	For	For	For
3.2	Elect Yoshiaki Fujimori	Management	For	For	For
3.3	Elect Kimberly A. Reed	Management	For	For	For
3.4	Elect Jean-Luc Butel	Management	For	For	For
4	Bonus	Management	For	For	For

Proxy Voting Summary

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Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	350,000		11-Jun-24
			Totals	350,000		

DERMAPHARM HOLDING SE

ISIN	DE000A2GS5D8	Meeting Date	27-Jun-24
Ticker	DMP	Deadline Date	15-Jun-24
Country	Germany	Record Date	05-Jun-24
Blocking	No	Vote Date	11-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Against	Against
	Vote Note: Geschäftsordnung des Vorstands nicht				
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
	Vote Note: Lebensläufe der Vorstandsmitglieder, die den				
5	Appointment of Auditor	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Sonderboni möglich, Ziel-Fixum kann Variable				
7	Appointment of Auditor for Sustainability Reporting	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	85,000		11-Jun-24
			Totals	85,000		

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

FANUC CORPORATION

ISIN	JP3802400006	Meeting Date	27-Jun-24
Ticker	6954	Deadline Date	15-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	09-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Yoshiharu Inaba	Management	For	Against	Against
	Vote Note: Vote against the company chair when the proposal is "UNCLASSIFIED" or "REJECTED"				
2.2	Elect Kenji Yamaguchi	Management	For	For	For
2.3	Elect Ryuji Sasuga	Management	For	For	For
2.4	Elect Michael J Cicco	Management	For	For	For
2.5	Elect Naoko Yamazaki	Management	For	For	For
2.6	Elect Hiroto Uozumi	Management	For	For	For
2.7	Elect Yoko Takeda	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TANAGG	DZ Bank AG	100,000		09-Jun-24
			Totals	100,000		

KURITA WATER INDUSTRIES LTD

ISIN	JP3270000007	Meeting Date	27-Jun-24
Ticker	6370	Deadline Date	15-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	12-Jun-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Michiya Kadota	Management	For	For	For
2.2	Elect Hirohiko Ejiri	Management	For	For	For
2.3	Elect Shuji Shirode	Management	For	For	For
2.4	Elect Yukihiro Mutou	Management	For	For	For
2.5	Elect Kenjiro Kobayashi	Management	For	For	For
2.6	Elect Keiko Tanaka	Management	For	For	For
2.7	Elect Masahiro Miyazaki	Management	For	For	For
2.8	Elect Yoshiko Takayama	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	180,000		12-Jun-24
			Totals	180,000		

HOYA CORPORATION

ISIN	JP3837800006	Meeting Date	27-Jun-24
Ticker	7741	Deadline Date	15-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	12-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Hiroaki Yoshihara	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the Board of Directors.				
1.2	Elect Yasuyuki Abe	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the Board of Directors.				

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.3	Elect Takayo Hasegawa	Management	For	For	For
1.4	Elect Mika Nishimura	Management	For	For	For
1.5	Elect Mototsugu Sato	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the Board of Directors				
1.6	Elect Eiichiro Ikeda	Management	For	For	For
1.7	Elect Ryo Hirooka	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TALGO	DZ Bank AG	90,000		12-Jun-24
			Totals	90,000		

TALGO S.A.

ISIN	ES0105065009	Meeting Date	27-Jun-24
Ticker	TLGO	Deadline Date	15-Jun-24
Country	Spain	Record Date	21-Jun-24
Blocking	No	Vote Date	12-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts	Management	For	For	For
2	Management Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For
5	Allocation of Profits/Dividends	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent; Directors' Fees				
7	Directors' Fees	Management	For	Against	Against
	Vote Note: Increase is excessive				

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Remuneration Policy	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent;				
9	Appointment of Auditor	Management	For	For	For
11	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	1,028,571		12-Jun-24
			Totals	1,028,571		

AIRTEL AFRICA PLC

ISIN	GB00BKDRYJ47	Meeting Date	03-Jul-24
Ticker	AAF	Deadline Date	21-Jun-24
Country	United Kingdom	Record Date	01-Jul-24
Blocking	No	Vote Date	18-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Sunil Bharti Mittal	Management	For	Against	Against
	Vote Note: There is insufficient female representation on				
5	Elect Sunil Taldar	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company,				
6	Elect Jaideep Paul	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company,				
7	Elect Andrew J. Green	Management	For	Against	Against
	Vote Note: There is insufficient female representation on				

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

8	Elect Paul Arkwright	Management	For	For	For
9	Elect Awuneba Sotonye Ajumogobia	Management	For	For	For
10	Elect Tsega Gebreyes	Management	For	For	For
11	Elect Liisa Annika Poutiainen	Management	For	Against	Against
Vote Note: Vote against ESG committee of tier 3 company, Elect Ravi Rajagopal					
12	Elect Ravi Rajagopal	Management	For	Against	Against
Vote Note: There is insufficient female representation on					
13	Elect Akhil Kumar Gupta	Management	For	For	For
14	Elect Shravin Bharti Mittal	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Set Auditor's Fees	Management	For	For	For
17	Authorisation of Political Donations	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	5,750,000		18-Jun-24
			Totals	5,750,000		

AUTODESK INC.

ISIN	US0527691069	Meeting Date	16-Jul-24
Ticker	ADSK	Deadline Date	04-Jul-24
Country	United States	Record Date	29-May-24
Blocking	No	Vote Date	01-Jul-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Andrew Anagnost	Management	For	For	For
1b.	Elect Karen Blasing	Management	For	For	For
1c.	Elect Reid French	Management	For	For	For
1d.	Elect Ayanna M. Howard	Management	For	For	For
1e.	Elect Blake J. Irving	Management	For	For	For
1f.	Elect Mary T. McDowell	Management	For	For	For
1g.	Elect Stephen D. Milligan	Management	For	For	For
1h.	Elect Lorrie M. Norrington	Management	For	For	For
1i.	Elect Elizabeth S. Rafael	Management	For	For	For
1j.	Elect Rami Rahim	Management	For	For	For
1k.	Elect Stacy J. Smith	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Adoption of Right to Call a Special Meeting	Management	For	Abstain	Against
	Vote Note: A 15% threshold for calling a special meeting is				
5.	Shareholder Proposal Regarding Right to Call Special	Shareholder	Against	For	Against
	Vote Note: A 15% threshold for calling a special meeting is				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	35,000		01-Jul-24
		T10007				
			Totals	35,000		

VODACOM GROUP LTD

ISIN	ZAE000132577	Meeting Date	17-Jul-24
Ticker	VOD	Deadline Date	05-Jul-24
Country	South Africa	Record Date	12-Jul-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Blocking No Vote Date 02-Jul-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Elect Joakim Reiter	Management	For	For	For
O.3	Elect Sateesh Kamath	Management	For	For	For
O.4	Re-elect Sakumzi (Saki) J. Macozoma	Management	For	For	For
O.5	Re-elect Raisibe K. Morathi	Management	For	For	For
O.6	Appointment of Auditor	Management	For	For	For
O.7	Approve Remuneration Policy	Management	For	For	For
O.8	Approve Remuneration Implementation Report	Management	For	For	For
O.9	Election of Audit, Risk and Compliance Committee Member	Management	For	For	For
O.10	Election of Audit, Risk and Compliance Committee Member	Management	For	For	For
O.11	Election of Audit, Risk and Compliance Committee Member	Management	For	For	For
S.1	Authority to Repurchase Shares	Management	For	For	For
S.2	Approve NEDs' Fees	Management	For	For	For
S.3	Approve Financial Assistance (Section 44)	Management	For	For	For
S.4	Approve Financial Assistance (Section 45)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	700,000		02-Jul-24
			Totals	700,000		

NEXTRACKER INC

ISIN	US65290E1010	Meeting Date	19-Aug-24
Ticker	NXT	Deadline Date	07-Aug-24
Country	United States	Record Date	24-Jun-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Blocking No Vote Date 04-Aug-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Julie Blunden	Management	For	For	For
1.2	Elect Steven Mandel	Management	For	Withhold	Against
1.3	Vote Note: Vote against ESG committee of tier 3 company, Elect Willy C. Shih	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
4.	Amendment to the 2022 Equity Incentive Plan	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0003	DZ Bank AG	40,000		04-Aug-24
			Totals	40,000		

SCHIBSTED ASA

ISIN	NO0003028904	Meeting Date	02-Sep-24
Ticker	SCH	Deadline Date	21-Aug-24
Country	Norway	Record Date	26-Aug-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Election of Presiding Chair	Management	For	TNA	N/A
2	Notice of Meeting; Agenda	Management	For	TNA	N/A
3	Minutes	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

4	Approval of Interim Balance Sheet	Management	For	TNA	N/A
5	Special Dividend	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	200,000		
			Totals	200,000		

DIASORIN S.P.A.

ISIN	IT0003492391	Meeting Date	04-Sep-24
Ticker	DIA	Deadline Date	23-Aug-24
Country	Italy	Record Date	26-Aug-24
Blocking	No	Vote Date	20-Aug-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
0020	Amendments to Articles (Closed-Door Meetings)	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of				
0030	Amendments to Articles	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TH10007	DZ Bank AG	25,000		20-Aug-24
			Totals	25,000		

ELEKTA AB

ISIN	SE0000163628	Meeting Date	05-Sep-24
Ticker	EKTA B	Deadline Date	24-Aug-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Country Sweden
Blocking No
Record Date 28-Aug-24
Vote Date

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
4	Agenda	Management	For	TNA	N/A
6	Compliance with the Rules of Convocation	Management	For	TNA	N/A
8	Accounts and Reports	Management	For	TNA	N/A
9	Allocation of Profits/Dividends	Management	For	TNA	N/A
10.1	Ratification of Laurent Leksell	Management	For	TNA	N/A
10.2	Ratification of Caroline Leksell Cooke	Management	For	TNA	N/A
10.3	Ratification of Tomas Eliasson	Management	For	TNA	N/A
10.4	Ratification of Volker Wetekam	Management	For	TNA	N/A
10.5	Ratification of Wolfgang Reim	Management	For	TNA	N/A
10.6	Ratification of Jan Secher	Management	For	TNA	N/A
10.7	Ratification of Birgitta Stymne Göransson	Management	For	TNA	N/A
10.8	Ratification of Cecilia Wikström	Management	For	TNA	N/A
10.9	Ratification of Kelly Londy	Management	For	TNA	N/A
10.10	Ratification of CEO Gustaf Salford	Management	For	TNA	N/A
11.1	Number of Directors	Management	For	TNA	N/A
11.2	Number of Deputy Directors	Management	For	TNA	N/A
12.1	Directors' Fees	Management	For	TNA	N/A
12.2	Authority to Set Auditor's Fees	Management	For	TNA	N/A
13.1	Elect Laurent Leksell	Management	For	TNA	N/A
13.2	Elect Tomas Eliasson	Management	For	TNA	N/A
13.3	Elect Caroline Leksell Cooke	Management	For	TNA	N/A
13.4	Elect Wolfgang Reim	Management	For	TNA	N/A
13.5	Elect Jan Secher	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

13.6	Elect Volker Wetekam	Management	For	TNA	N/A
13.7	Elect Cecilia Wikström	Management	For	TNA	N/A
13.8	Elect Ann Costello	Management	For	TNA	N/A
13.9	Elect Jan Kimpen	Management	For	TNA	N/A
13.10	Elect Laurent Leksell as Chair	Management	For	TNA	N/A
14	Appointment of Auditor	Management	For	TNA	N/A
15	Approval of Nomination Committee Guidelines	Management	For	TNA	N/A
16	Remuneration Report	Management	For	TNA	N/A
17	Remuneration Policy	Management	For	TNA	N/A
18.a	2024 Performance Share Plan	Management	For	TNA	N/A
18.b	Share Transfer Pursuant to Performance Share Plan 2023	Management	For	TNA	N/A
19	Share Transfer Pursuant to Performance Share Plans 2022, 2023 & 2024	Management	For	TNA	N/A
20.a	Authority to Repurchase Series B Shares	Management	For	TNA	N/A
20.b	Issuance of Treasury Shares	Management	For	TNA	N/A
21	Charitable Donations	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - TNA0007	DZ Bank AG	600,000		
			Totals	600,000		

ITM POWER

ISIN	GB00B0130H42	Meeting Date	08-Oct-24
Ticker	ITM	Deadline Date	26-Sep-24
Country	United Kingdom	Record Date	04-Oct-24
Blocking	No	Vote Date	23-Sep-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
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Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
	Vote Note: Concerning pay practices				
3	Elect Andrew C. Allen	Management	For	For	For
4	Elect Sir Roger Bone	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Authority to Set Auditor's Fees	Management	For	For	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights (Specified	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	627,751		23-Sep-24
			Totals	627,751		

LENZING AG

ISIN	AT0000644505	Meeting Date	10-Oct-24
Ticker	LNZ	Deadline Date	28-Sep-24
Country	Austria	Record Date	30-Sep-24
Blocking	No	Vote Date	25-Sep-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Shareholder Proposal Regarding Article Amendment	Shareholder		Against	N/A
	Vote Note: Board is not sufficiently independent; Insufficient				
2.a	Shareholder Proposal Regarding Election of Marcelo	Shareholder		Against	N/A
	Vote Note: Insufficient justification; Board is not sufficiently				
2.b	Shareholder Proposal Regarding Election of Carlos Anibal	Shareholder		Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

2.c	Vote Note: Insufficient justification; Board is not sufficiently	Shareholder Proposal Regarding Election of Markus Fürst	Shareholder	Against	N/A
	Vote Note: Insufficient justification; Board is not sufficiently				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	36,360		25-Sep-24
			Totals	36,360		

MILLERKNOLL INC

ISIN	US6005441000	Meeting Date	14-Oct-24
Ticker	MLKN	Deadline Date	02-Oct-24
Country	United States	Record Date	16-Aug-24
Blocking	No	Vote Date	29-Sep-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Douglas D. French	Management	For	For	For
1.2	Elect John R. Hoke III	Management	For	Withhold	Against
	Vote Note: Vote against the chair of the nomination or				
1.3	Elect Heidi J. Manheimer	Management	For	Withhold	Against
	Vote Note: Vote against ESG committee of tier 3 company,				
1.4	Elect Tina Edekar Edmundson	Management	For	For	For
1.5	Elect John Maeda	Management	For	For	For
1.6	Elect Jeanne K. Gang	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: No tie between compensation and sustainability.				
3.	Ratification of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	100,000		29-Sep-24
			Totals	100,000		

BRAMBLES LTD

ISIN	AU000000BXB1	Meeting Date	24-Oct-24
Ticker	BXB	Deadline Date	12-Oct-24
Country	Australia	Record Date	22-Oct-24
Blocking	No	Vote Date	09-Oct-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Remuneration Report	Management	For	For	For
3	Re-elect Elizabeth Fagan	Management	For	For	For
4	Amendment to the Performance Share Plan	Management	For	For	For
5	Equity Grant (CEO Graham Chipchase)	Management	For	For	For
6	Approval of the MyShare Plan	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T10007	DZ Bank AG	250,000		09-Oct-24
			Totals	250,000		

ASPEN PHARMACARE HOLDINGS LTD

ISIN	ZAE000066692	Meeting Date	05-Dec-24
Ticker	APN	Deadline Date	23-Nov-24
Country	South Africa	Record Date	29-Nov-24
Blocking	No	Vote Date	20-Nov-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Social and Ethics Committee Report	Management	For	For	For
O.3.1	Re-elect Kuseni D. Dlamini	Management	For	Against	Against
O.3.2	Re-elect Linda de Beer	Management	For	For	For
O.3.3	Re-elect Neo P. Dongwana	Management	For	For	For
O.3.4	Re-elect Christopher (Chris) N. Mortimer	Management	For	Against	Against
O.3.5	Re-elect Yvonne G. Muthien	Management	For	For	For
O.4	Appointment of Auditor	Management	For	For	For
O.5.1	Elect Audit and Risk Committee Member (Ben J. Kruger)	Management	For	For	For
O.5.2	Elect Audit and Risk Committee Member (Linda de Beer)	Management	For	For	For
O.5.3	Elect Audit and Risk Committee Member (Neo Dongwana)	Management	For	For	For
O.5.4	Elect Audit and Risk Committee Member (Yvonne G. Muthien)	Management	For	For	For
O.6	General Authority to Issue Shares	Management	For	For	For
O.7	Authority to Issue Shares for Cash	Management	For	For	For
O.8	Authorisation of Legal Formalities	Management	For	For	For
NB.1	Approve Remuneration Policy	Management	For	For	For
NB.2	Approve Remuneration Implementation Report	Management	For	For	For
S1.1A	Approve NEDs' Fees (Chair)	Management	For	For	For
S1.1B	Approve NEDs' Fees (Member)	Management	For	For	For
S1.2A	Approve NEDs' Fees (Audit and Risk Committee Chair)	Management	For	For	For
S1.2B	Approve NEDs' Fees (Audit and Risk Committee Member)	Management	For	For	For
S1.3A	Approve NEDs' Fees (Remuneration and Nomination)	Management	For	For	For
S1.3B	Approve NEDs' Fees (Remuneration and Nomination)	Management	For	For	For
S1.4A	Approve NEDs' Fees (Social and Ethics Committee Chair)	Management	For	For	For
S1.4B	Approve NEDs' Fees (Social and Ethics Committee)	Management	For	For	For
S.2	Approval of Financial Assistance (Section 45)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

S.3 Authority to Repurchase Shares Management For For For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	150,000		20-Nov-24
			Totals	150,000		

CAVENDISH HYDROGEN ASA

ISIN	NO0013219535	Meeting Date	06-Dec-24
Ticker	CAVEN	Deadline Date	24-Nov-24
Country	Norway	Record Date	29-Nov-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
3	Minutes	Management	For	TNA	N/A
4	Notice of Meeting; Agenda	Management	For	TNA	N/A
5.1	Retention of Directors	Management	For	TNA	N/A
5.2	Shareholder Proposal Regarding the Election of Directors	Shareholder	Against	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	50,000		
			Totals	50,000		

PALO ALTO NETWORKS INC

ISIN	US6974351057	Meeting Date	10-Dec-24
Ticker	PANW	Deadline Date	28-Nov-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Country	United States	Record Date	18-Oct-24
Blocking	No	Vote Date	25-Nov-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect John Key	Management	For	Against	Against
1b.	Elect Mary Pat McCarthy	Management	For	Against	Against
1c.	Elect Nir Zuk	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Advisory Vote on Executive Compensation	Management	For	Against	Against
5.	Amendment to the 2021 Equity Incentive Plan	Management	For	For	For
6.	Shareholder Proposal Regarding Report on Portfolio Risk in Financial Reporting Controls	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 - T110007	DZ Bank AG	45,000		25-Nov-24
			Totals	45,000		

BELLWAY PLC

ISIN	GB0000904986	Meeting Date	12-Dec-24
Ticker	BWY	Deadline Date	30-Nov-24
Country	United Kingdom	Record Date	09-Dec-24
Blocking	No	Vote Date	27-Nov-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3	Remuneration Policy	Management	For	Against	Against
4	Final Dividend	Management	For	For	For
5	Elect John Tutte	Management	For	For	For
6	Elect Jason Honeyman	Management	For	For	For
7	Elect Keith Adey	Management	For	For	For
8	Elect Simon Scougall	Management	For	For	For
9	Elect Shane Doherty	Management	For	For	For
10	Elect Jill Caseberry	Management	For	For	For
11	Elect Ian P. McHoul	Management	For	For	For
12	Elect Sarah Whitney	Management	For	For	For
13	Elect Cecily Davis	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681 -	DZ Bank AG	75,000		27-Nov-24
			Totals	75,000		

BELLWAY PLC

ISIN	GB0000904986	Meeting Date	12-Dec-24
Ticker	BWY	Deadline Date	03-Dec-24
Country	United Kingdom	Record Date	09-Dec-24
Blocking	No	Vote Date	04-Dec-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	TNA	N/A
2	Remuneration Report	Management	For	TNA	N/A
3	Remuneration Policy	Management	For	TNA	N/A
4	Final Dividend	Management	For	TNA	N/A
5	Elect John Tutte	Management	For	TNA	N/A
6	Elect Jason Honeyman	Management	For	TNA	N/A
7	Elect Keith Adey	Management	For	TNA	N/A
8	Elect Simon Scougall	Management	For	TNA	N/A
9	Elect Shane Doherty	Management	For	TNA	N/A
10	Elect Jill Caseberry	Management	For	TNA	N/A
11	Elect Ian P. McHoul	Management	For	TNA	N/A
12	Elect Sarah Whitney	Management	For	TNA	N/A
13	Elect Cecily Davis	Management	For	TNA	N/A
14	Appointment of Auditor	Management	For	TNA	N/A
15	Authority to Set Auditor's Fees	Management	For	TNA	N/A
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	TNA	N/A
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	TNA	N/A
18	Authority to Issue Shares w/o Preemptive Rights (Specified)	Management	For	TNA	N/A
19	Authority to Repurchase Shares	Management	For	TNA	N/A
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
346801	GLS Bank Aktienfonds	5850114681	DZ Bank / Universal Investment	75,000		04-Dec-24
			Totals	75,000		

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