

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	15,000		31-Dec-23
			Totals	15,000		

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	500		03-Jan-24
			Totals	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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Report Date Range: 01-Jan-24 to 31-Dec-24

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	4,000		22-Feb-24
			Totals	4,000		

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	4,500		21-Feb-24
			Totals	4,500		

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	Elect Klaus Holse	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect H��l��ne Barnekow	Management	For	Against	Against
7.B.3	Elect H��l��ne 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	Elect Anette Weber	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Kim Vejlb�� Hansen	Management	For	Against	Against
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	Elect J��rgen Bundgaard Hansen	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Appointment of Auditor	Management	For	For	For
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 of Officers)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	10,000		27-Feb-24

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Totals 10,000

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 incumbent is not a director of the company.				
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	500		04-Mar-24
			Totals	500		

CARL ZEISS MEDITEC A G

Proxy Voting Summary

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

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
4	Vote Note: Abstimmung zur Vergütungspolitik erlangte bei 75% 7.000 Stimmen	Management	For	Against	Against
	Ratification of Supervisory Board Acts				
5	Vote Note: Lebensläufe der Vorstandsmitglieder, die den Aufsichtsrat übermitteln	Management	For	For	For
	Appointment of Auditor				
6	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
7	Vote Note: Laufzeit beträgt mehr als 2 Jahre	Management	For	For	For
	Amendments to Articles (Record Date)				
8	Elect Stefan Müller as Supervisory Board Member	Management	For	Against	Against
9	Vote Note: Abweichung C.1 und keine Qualifikationsmatrix	Management	For	Against	Against
	Remuneration Report				
	Vote Note: Die kurzfristige Variable kann die langfristige Variable übersteigen (Abweichung C.2 und C.3) Keine FSC				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 - 716007	DZ Bank AG	1,600		05-Mar-24
Totals				1,600		

TRYG AS

ISIN	DK0060636678	Meeting Date	21-Mar-24
Ticker	TRYG	Deadline Date	09-Mar-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	15,000		06-Mar-24
			Totals	15,000		

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SHIMANO INC.

ISIN	JP3358000002	Meeting Date	27-Mar-24
Ticker	7309	Deadline Date	15-Mar-24
Country	Japan	Record Date	31-Dec-23
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,300		11-Mar-24
			Totals	1,300		

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	

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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
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 Munger	Management	For	TNA	N/A
5.1	Elect Roland Abt as Compensation Committee member	Management	For	TNA	N/A
5.2	Elect Monique Bourquin as Compensation Committee member	Management	For	TNA	N/A
5.3	Elect Frank Esser as Compensation Committee member	Management	For	TNA	N/A
5.4	Elect Michael Rechsteiner as Compensation Committee member	Management	For	TNA	N/A
5.5	Elect Fritz Zurbrugg 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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	350		
			Totals	350		

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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
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

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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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	16,200		15-Mar-24
			Totals	16,200		

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

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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 Semlitsch	Management	For	TNA	N/A
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	30,000		
			Totals	30,000		

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

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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
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
Vote Note: Vote against ESG committee of tier 3 company, if it is not in line with GAGG					
9.a.	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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	5,500		22-Mar-24
			Totals	5,500		

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

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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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	7,000		18-Mar-24
			Totals	7,000		

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
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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
Vote Note: Verantwortlicher Prüfer namentlich genannt,					
6.1	Elect Lars Hinrichs	Management	For	For	For
6.2	Elect Karl-Heinz Streibich	Management	For	Against	Against
Vote Note: Ausschüsse nicht mehrheitlich unabhängig					
7	Authority to Issue Convertible Debt Instruments; Increase in	Management	For	Against	Against
Vote Note: Genussrechte eingeschlossen					
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	13,000		25-Mar-24
			Totals	13,000		

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	

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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	19,000		
			Totals	19,000		

STRAUMANN HOLDING AG

ISIN	CH1175448666	Meeting Date	12-Apr-24
Ticker	STMN	Deadline Date	31-Mar-24
Country	Switzerland	Record Date	03-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
1.1	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
2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	TNA	N/A
4	Board Compensation	Management	For	TNA	N/A
5.1	Executive Compensation (Fixed)	Management	For	TNA	N/A
5.2	Executive Compensation (Long-Term)	Management	For	TNA	N/A
5.3	Executive Compensation (Short-Term)	Management	For	TNA	N/A
6.1	Elect Petra Rumpf as Chair	Management	For	TNA	N/A
6.2	Elect Olivier A. Filliol	Management	For	TNA	N/A
6.3	Elect Marco Gadola	Management	For	TNA	N/A
6.4	Elect Thomas Straumann	Management	For	TNA	N/A
6.5	Elect Regula Wallimann	Management	For	TNA	N/A
6.6	Elect Xiaoqun Clever-Steg	Management	For	TNA	N/A
6.7	Elect Stefan Meister	Management	For	TNA	N/A
7.1	Elect Olivier A. Filliol as member of the Nominating and	Management	For	TNA	N/A
7.2	Elect Marco Gadola as member of the Nominating and	Management	For	TNA	N/A
7.3	Elect Regula Wallimann as member of the Nominating and	Management	For	TNA	N/A
8	Appointment of Independent Proxy	Management	For	TNA	N/A
9	Appointment of Auditor	Management	For	TNA	N/A
10	Transaction of Other Business	Management		TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,260		
			Totals	1,260		

Proxy Voting Summary

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

ELISA OYJ

ISIN	FI0009007884	Meeting Date	12-Apr-24
Ticker	ELI1V	Deadline Date	31-Mar-24
Country	Finland	Record Date	02-Apr-24
Blocking	No	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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	10,000		24-Mar-24

Proxy Voting Summary

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

Totals 10,000

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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,600		08-Apr-24

Proxy Voting Summary

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

Totals 1,600

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
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
	Vote Note: Share price hurdle; Discretion related to				
0100	Remuneration Policy	Management	For	Against	Against
	Vote Note: Discretion related to adjusted metrics; Share				
0110	Remuneration Report	Management	For	Against	Against
	Vote Note: Concerning pay practices				
0120	Amendments to Articles	Management	For	Against	Against
	Vote Note: Amendment is not in best interests of				

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	8,500		11-Apr-24
			Totals	8,500		

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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	28,000		13-Apr-24
			Totals	28,000		

Proxy Voting Summary

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

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

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,120		31-Mar-24
			Totals	1,120		

HIKMA PHARMACEUTICALS PLC

Proxy Voting Summary

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

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
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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	12,500		10-Apr-24
			Totals	12,500		

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
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

Proxy Voting Summary

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

Vote Note: Potential for excessive payouts

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	10,000		10-Apr-24
			Totals	10,000		

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
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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	6,000		
			Totals	6,000		

KNORR-BREMSE AG

ISIN	DE000KBX1006	Meeting Date	30-Apr-24
Ticker	KBX	Deadline Date	18-Apr-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
	Vote Note: Verantwortlicher Prüfer namentlich genannt,				
6	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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	6,000		14-Apr-24
			Totals	6,000		

Proxy Voting Summary

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

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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	7,000		17-Apr-24
			Totals	7,000		

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

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 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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	5,000		17-Apr-24
			Totals	5,000		

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

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	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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	7,898		13-Apr-24
			Totals	7,898		

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

Proxy Voting Summary

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

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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	13,636		18-Apr-24
			Totals	13,636		

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

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 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				
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	8,000		22-Apr-24
			Totals	8,000		

Proxy Voting Summary

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

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
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 chair is not a director of the company.				
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 election committee.				
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
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Proxy Voting Summary

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

347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	4,000	22-Apr-24
			Totals	4,000	

ARISE AB

ISIN	SE0002095604	Meeting Date	07-May-24
Ticker	AWP	Deadline Date	25-Apr-24
Country	Sweden	Record Date	26-Apr-24
Blocking	No	Vote Date	

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 - F10007	DZ Bank AG	30,000		
Totals				30,000		

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

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 director is not recommended by the Nominations Committee.				
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 Meeting	Shareholder	Against	For	Against

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,500		23-Apr-24
			Totals	1,500		

WOLTERS KLUWERS NV

ISIN	NL0000395903	Meeting Date	08-May-24
Ticker	WKL	Deadline Date	26-Apr-24
Country	Netherlands	Record Date	10-Apr-24
Blocking	No	Vote Date	17-Apr-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.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.a.	Elect David W. Sides to the Supervisory Board	Management	For	For	For
5.b.	Elect Jack P. de Kreij to the Supervisory Board	Management	For	For	For
5.c.	Elect Sophie V. Vandebroek to the Supervisory Board	Management	For	For	For
6.a.	Supervisory Board Remuneration Policy	Management	For	For	For
6.b.	Supervisory Board Fees (FY2024)	Management	For	For	For
7.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
7.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
8.	Authority to Repurchase Shares	Management	For	For	For
9.	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

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

10. Amendments to Articles Management For For For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,000		17-Apr-24
			Totals	2,000		

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	5,000		24-Apr-24
			Totals	5,000		

Proxy Voting Summary

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

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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,300		27-Apr-24
			Totals	2,300		

NEOEN S.A.

ISIN	FR0011675362	Meeting Date	14-May-24
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Proxy Voting Summary

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

Proxy Voting Summary

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

19	Authority to Issue Shares and Convertible Debt Through Vote Note: May be used as anti-takeover device; Potential	Management	For	Against	Against
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For
21	Greenshoe Vote Note: May be used as anti-takeover device	Management	For	Against	Against
22	Authority to Increase Capital in Consideration for Vote Note: May be used as anti-takeover device; Potential	Management	For	Against	Against
23	Authority to Increase Capital Through Capitalisations Vote Note: May be used as anti-takeover device	Management	For	Against	Against
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	9,316		26-Apr-24
			Totals	9,316		

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

Proxy Voting Summary

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

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
	Vote Note: Vote against ESG committee of tier 3 company, Management Board Remuneration Policy				
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	6,800		29-Apr-24
			Totals	6,800		

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

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 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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,400		30-Apr-24
			Totals	1,400		

BORALEX, INC.

ISIN	CA09950M3003	Meeting Date	15-May-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, if it is not approved by the board of directors				
1B	Elect Lise Croteau	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, if it is not approved by the board of directors				
1C	Elect Patrick Decostre	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, if it is not approved by the board of directors				
1D	Elect Marie-Claude Dumas	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, if it is not approved by the board of directors				

Proxy Voting Summary

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

1E	Elect Marie Giguère	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Ines Kolmsee				
1F	Élect Ines Kolmsee	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Patrick Lemaire				
1G	Élect Patrick Lemaire	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Dominique Minière				
1H	Élect Dominique Minière	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Alain Rhéaume				
1I	Élect Alain Rhéaume	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Zin Smati				
1J	Élect Zin Smati	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Élect Dany St-Pierre				
1K	Élect Dany St-Pierre	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Appointment of Auditor				
2	Appointment of Auditor	Management	For	For	For
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	10,000		30-Apr-24
		T100007	Totals	10,000		

VOSSLOH AG

ISIN	DE0007667107	Meeting Date	15-May-24
Ticker	VOS	Deadline Date	03-May-24
Country	Germany	Record Date	23-Apr-24
Blocking	No	Vote Date	29-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	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: Keine Verpflichtung zum Eigeninvestment,				
7	Management Board Remuneration Policy	Management	For	Against	Against
	Vote Note: Keine Verpflichtung zum Eigeninvestment,				
8	Authority to Issue Convertible Debt Instruments; Increase in	Management	For	Against	Against
	Vote Note: Kapitalerhöhungen kumulativ über 40%,				
9	Authority to Repurchase and Reissue Shares	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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	4,500		29-Apr-24
			Totals	4,500		

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	

Proxy Voting Summary

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

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

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	37,000		
			Totals	37,000		

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

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 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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	18,000		06-May-24
			Totals	18,000		

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,				

Proxy Voting Summary

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

6	Appointment of Auditor for Sustainability Reporting Vote Note: Verantwortlicher Prüfer namentlich genannt,	Management	For	Against	Against
7	Remuneration Report Vote Note: Keine Share Ownership Guidelines, Teilweise	Management	For	Against	Against
8	Approval of Profit-and-Loss Transfer Agreement with CGM	Management	For	For	For
9	Increase in Authorised Capital 2024-I Vote Note: Kapitalerhöhungen kumulativ über 40%	Management	For	Against	Against
10	Increase in Authorised Capital 2024-II Vote Note: Beantragte Kapitalerhöhung überschreitet 20%	Management	For	Against	Against
11	Authority to Issue Convertible Debt Instruments; Increase in Vote Note: Kapitalerhöhungen kumulativ über 40%,	Management	For	Against	Against
12	Stock Option Plan; Increase in Conditional Capital Vote Note: Nur aktienkursgebunden, Gleichzeitig für	Management	For	Against	Against
13	Authority to Repurchase and Reissue Shares Vote Note: Laufzeit beträgt mehr als 2 Jahre	Management	For	Against	Against
14	Authority to Repurchase Shares Using Equity Derivatives Vote Note: Laufzeit beträgt mehr als 2 Jahre	Management	For	Against	Against

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	6,000		04-May-24
			Totals	6,000		

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

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-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
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	5,000		03-May-24
			Totals	5,000		

BIOMERIEUX

ISIN FR0013280286 Meeting Date 23-May-24

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-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)	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, insufficient justification				
7	Elect Viviane Monges	Management	For	For	For
8	Elect Benoît Ribadeau-Dumas as Censor	Management	For	Against	Against
	Vote Note: Insufficient justification				
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
13	2024 Remuneration Policy (Chair)	Management	For	Against	Against
	Vote Note: Excessive compensation				
14	2024 Remuneration Policy (CEO)	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent;				
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
16	2023 Remuneration Report	Management	For	Against	Against
	Vote Note: Concerning pay practices				
17	2023 Remuneration of Alexandre Merieux, Chair and CEO	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent;				

Proxy Voting Summary

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

18	2023 Remuneration of Pierre Boulud, Deputy CEO (until 06-03-2024)	Management	For	Against	Against
19	Vote Note: Insufficient response to shareholder dissent; 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	Management	For	Against	Against
	Vote Note: Potential dilution exceeds recommended				
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,100		06-May-24
			Totals	2,100		

EQUINIX INC

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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	300		08-May-24
			Totals	300		

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

Proxy Voting Summary

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

5	Vote Note: Vote against ESG committee of tier 3 company, Élect Fonds Stratégique de Participations (Catherine	Management	For	Against	Against
6	Vote Note: Vote against ESG committee of tier 3 company, Élect Venelle Investissement (Damarys Braida)	Management	For	Against	Against
7	Vote Note: Board is not sufficiently independent; Other Elect François Mirallié	Management	For	Against	Against
8	Vote Note: Board is not sufficiently independent; Other 2023 Remuneration Report	Management	For	For	For
9	2023 Remuneration of Thierry de La Tour d'Artaise, Chair	Management	For	Against	Against
10	Vote Note: Excessive compensation 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
13	Vote Note: Poor overall design 2024 Remuneration Policy (Board of Directors)	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
15	Vote Note: May be used as anti-takeover device 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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,200		09-May-24
			Totals	2,200		

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				
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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	5,000		13-May-24
			Totals	5,000		

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
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, with no impact on the company's ESG				

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	9,000		11-May-24
			Totals	9,000		

ENERGIEKONTOR AG

ISIN	DE0005313506	Meeting Date	29-May-24
Ticker	EKT	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				
4.1	Ratify Bodo Wilkens	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats (0%),				
4.2	Ratify Günter Lammers	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats (0%),				
4.3	Ratify Darius Oliver Kianzad	Management	For	Against	Against
	Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats (0%),				
5	Appointment of Auditor	Management	For	For	For
6	Supervisory Board Members' Fees	Management	For	Against	Against
	Vote Note: Erhöhung ohne Begründung				
7	Remuneration Report	Management	For	Against	Against
	Vote Note: Keine ESG-Leistungskriterien erkennbar, Nur				
8	Stock Option Plan; Increase in Conditional Capital	Management	For	Against	Against

Proxy Voting Summary

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

Vote Note: Nur aktienkursgebunden

9	Amendments to Articles (Record Date)	Management	For	For	For
10	Amendments to Articles (General Meeting Chair)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,600		13-May-24
			Totals	2,600		

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
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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	4,000		08-May-24
			Totals	4,000		

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

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-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				
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	24,000		16-May-24
			Totals	24,000		

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

Proxy Voting Summary

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

3	Ratification of Management Board Acts Vote Note: Geschäftsordnung des Vorstands nicht	Management	For	Against	Against
4A	Ratify Rolf Martin Schmitz Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4B	Ratify Manfred Krüper Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4C	Ratify Albert Büll Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4D	Ratify Fritz Vahrenholt Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4E	Ratify Christine Scheel Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4F	Ratify Henning Kreke Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4G	Ratify Marcus Schenck Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4H	Ratify Thorsten Testorp Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
4I	Ratify Isabella Pfaller Vote Note: Unabhängigkeitsstruktur des Aufsichtsrats	Management	For	Against	Against
5	Appointment of Auditor Vote Note: Verantwortlicher Prüfer namentlich genannt,	Management	For	Against	Against
6	Remuneration Report Vote Note: Keine Share Ownership Guidelines, LTI-	Management	For	Against	Against
7	Management Board Remuneration Policy Vote Note: Keine Share Ownership Guidelines, LTI-	Management	For	Against	Against
8A	Elect Marcus Schenck Vote Note: Unabhängigkeit unter 50 Prozent	Management	For	Against	Against
8B	Elect Ayleen Oehmen-Görisch	Management	For	Against	Against

Proxy Voting Summary

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

Vote Note: Unabhängigkeit unter 50 Prozent					
9A	Amendments to Articles Regarding Corporate Purpose	Management	For	For	For
9B	Amendments to Articles Regarding Virtual Only Meetings	Management	For	Abstain	Against
Vote Note: Einzelfallentscheidung,					
10	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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	18,000		20-May-24
			Totals	18,000		

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
Vote Note: Geschäftsordnung des Vorstands nicht					
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
Vote Note: Benennung eines Vorstandsmitgliedes als					
5	Appointment of Auditor	Management	For	Against	Against
Vote Note: Verantwortlicher Prüfer namentlich genannt,					
6	Remuneration Report	Management	For	Against	Against

Proxy Voting Summary

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

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

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	45,000		21-May-24
			Totals	45,000		

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- Looking)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,000		22-May-24
			Totals	2,000		

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,000		22-May-24
		TA10007				
			Totals	2,000		

SONOVA HOLDING AG

ISIN	CH0012549785	Meeting Date	11-Jun-24
Ticker	SOON	Deadline Date	30-May-24
Country	Switzerland	Record Date	04-Jun-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
1.1	Accounts and Reports	Management	For	TNA	N/A
1.2	Report on Non-Financial Matters	Management	For	TNA	N/A
1.3	Compensation Report	Management	For	TNA	N/A
2	Allocation of Dividends	Management	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	TNA	N/A
4.1.1	Elect Robert F. Spoerry	Management	For	TNA	N/A
4.1.2	Elect Stacy Enxing Seng	Management	For	TNA	N/A
4.1.3	Elect Gregory Behar	Management	For	TNA	N/A
4.1.4	Elect Lynn Dorsey Bleil	Management	For	TNA	N/A
4.1.5	Elect Lukas Braunschweiler	Management	For	TNA	N/A
4.1.6	Elect Roland Diggelmann	Management	For	TNA	N/A
4.1.7	Elect Julie Tay	Management	For	TNA	N/A
4.1.8	Elect Ronald van der Vis	Management	For	TNA	N/A
4.1.9	Elect Adrian Widmer	Management	For	TNA	N/A
4.2	Elect Gilbert Achermann	Management	For	TNA	N/A
4.3.1	Elect Roland Diggelmann as Nominating and Compensation	Management	For	TNA	N/A
4.3.2	Elect Lukas Braunschweiler as Nominating and	Management	For	TNA	N/A
4.3.3	Elect Stacy Enxing Seng as Nominating and Compensation	Management	For	TNA	N/A
4.3.4	Elect Julie Tay as Nominating and Compensation	Management	For	TNA	N/A
4.4	Appointment of Auditor	Management	For	TNA	N/A
4.5	Appointment of Independent Proxy	Management	For	TNA	N/A
5.1	Board Compensation	Management	For	TNA	N/A
5.2	Executive Compensation (Total)	Management	For	TNA	N/A
6	Transaction of Other Business	Management		TNA	N/A

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	800		
			Totals	800		

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
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, if it is not in line with 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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,700		03-Jun-24
			Totals	1,700		

WEST JAPAN RAILWAY COMPANY

ISIN	JP3659000008	Meeting Date	19-Jun-24
Ticker	9021	Deadline Date	04-Jun-24

Proxy Voting Summary

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

Country Japan
Blocking No
Record Date 31-Mar-24
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
	Vote Note: Vote against the company chair when the proposal is "NO" or "Abstain" or "Don't Know"				
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	8,000		04-Jun-24
			Totals	8,000		

BEFESA S.A.

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	8,000		29-May-24
			Totals	8,000		

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
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Proxy Voting Summary

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

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 Chairman is not a director of the company.				
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	4,000		05-Jun-24
			Totals	4,000		

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

Proxy Voting Summary

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

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
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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	22,000		02-Jun-24
			Totals	22,000		

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
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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	11,000		06-Jun-24
			Totals	11,000		

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
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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	10,000		09-Jun-24
			Totals	10,000		

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.				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,800		11-Jun-24
			Totals	1,800		

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	4,600		11-Jun-24
			Totals	4,600		

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	6,400		12-Jun-24
			Totals	6,400		

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				
1.2	Elect Yasuyuki Abe	Management	For	Against	Against

Proxy Voting Summary

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

1.3	Vote Note: There is insufficient female representation on 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
1.6	Vote Note: There is insufficient female representation on 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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,000		12-Jun-24
			Totals	2,000		

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
7	Vote Note: Insufficient response to shareholder dissent; Directors' Fees	Management	For	Against	Against

Proxy Voting Summary

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

8	Vote Note: Increase is excessive Remuneration Policy	Management	For	Against	Against
9	Vote Note: Insufficient response to shareholder dissent; 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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	61,628		12-Jun-24
			Totals	61,628		

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 Talwar	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

Proxy Voting Summary

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

Vote Note: There is insufficient female representation on					
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,					
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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	180,000		18-Jun-24
			Totals	180,000		

FIELMANN GROUP AG

ISIN	DE0005772206	Meeting Date	11-Jul-24
Ticker	FIE	Deadline Date	29-Jun-24
Country	Germany	Record Date	19-Jun-24
Blocking	No	Vote Date	25-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
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	Against	Against
	Vote Note: Verantwortlicher Prüfungspartner und				
6	Appointment of Auditor for Sustainability Reporting	Management	For	Against	Against
	Vote Note: Verantwortlicher Prüfungspartner und				
7	Elect Georg Alexander Zeiss as Supervisory Board Member	Management	For	Against	Against
	Vote Note: Unabhängigkeit unter 50 Prozent, Ausschüsse				
8	Remuneration Report	Management	For	Against	Against
	Vote Note: Keine ESG Kriterien ersichtlich, STI übersteigt				
9	Management Board Remuneration Policy	Management	For	Against	Against
	Vote Note: Zielvergütungskomposition nicht eindeutig				
10	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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	5,000		25-Jun-24
			Totals	5,000		

RENEWI PLC

ISIN	GB00BNR4T868	Meeting Date	11-Jul-24
Ticker	RWI	Deadline Date	29-Jun-24
Country	United Kingdom	Record Date	09-Jul-24
Blocking	No	Vote Date	26-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	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Elect Bernardus Verwaayen	Management	For	For	For
5	Elect Allard Castelein	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Katleen Vandeweyer				
6	Elect Katleen Vandeweyer	Management	For	For	For
7	Elect Jolande Sap	Management	For	For	For
8	Elect Luc Sterckx	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Neil Hartley				
9	Elect Neil Hartley	Management	For	Against	Against
	Vote Note: Vote against ESG committee of tier 3 company, Elect Otto de Bont				
10	Elect Otto de Bont	Management	For	For	For
11	Elect Annemieke den Otter	Management	For	For	For
12	Appointment of Auditor	Management	For	For	For
13	Authority to Set Auditor's Fees	Management	For	For	For
14	Authorisation of Political Donations	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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	32,000		26-Jun-24
			Totals	32,000		

Proxy Voting Summary

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

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

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
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Proxy Voting Summary

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

347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	1,500	01-Jul-24
			Totals	1,500	

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
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
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Proxy Voting Summary

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

347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	25,000	02-Jul-24
			Totals	25,000	

WOLTERS KLUWERS NV

ISIN	NL0000395903	Meeting Date	28-Oct-24
Ticker	WKL	Deadline Date	16-Oct-24
Country	Netherlands	Record Date	30-Sep-24
Blocking	No	Vote Date	06-Oct-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Elect Anjana Harve to the Supervisory Board	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	2,000		06-Oct-24
			Totals	2,000		

PALO ALTO NETWORKS INC

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

Proxy Voting Summary

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

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 Environmental, Social and Governance	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
347901	BfS Nachhaltigkeitsfonds	5850126930 - F100007	DZ Bank AG	2,000		25-Nov-24
			Totals	2,000		

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
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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930 -	DZ Bank AG	9,000		27-Nov-24
			Totals	9,000		

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

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

Proxy Voting Summary

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

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
347901	BfS Nachhaltigkeitsfonds	5850126930	DZ Bank / Universal Investment	9,000		04-Dec-24
			Totals	9,000		

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