

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## LINDE PLC

<b>ISIN</b>	IE00BZ12WP82	<b>Meeting Date</b>	18-Jan-23
<b>Ticker</b>		<b>Deadline Date</b>	09-Jan-23
<b>Country</b>	Ireland	<b>Record Date</b>	16-Jan-23
<b>Blocking</b>	Yes	<b>Vote Date</b>	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	100		
			<b>Totals</b>	<b>100</b>		

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Report Date Range: 01-Jan-23 to 31-Dec-23

## LINDE PLC

<b>ISIN</b>	IE00BZ12WP82	<b>Meeting Date</b>	18-Jan-23
<b>Ticker</b>		<b>Deadline Date</b>	06-Jan-23
<b>Country</b>	Ireland	<b>Record Date</b>	16-Jan-23
<b>Blocking</b>	Yes	<b>Vote Date</b>	28-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	9,500		28-Dec-22
			<b>Totals</b>	<b>9,500</b>		

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Report Date Range: 01-Jan-23 to 31-Dec-23

## LINDE PLC

<b>ISIN</b>	IE00BZ12WP82	<b>Meeting Date</b>	18-Jan-23
<b>Ticker</b>		<b>Deadline Date</b>	06-Jan-23
<b>Country</b>	Ireland	<b>Record Date</b>	16-Jan-23
<b>Blocking</b>	No	<b>Vote Date</b>	28-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	For	For
2	Amendments to Articles	Management	For	For	For
3	Dissolution Merger	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	100		28-Dec-22
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	9,500		28-Dec-22
			<b>Totals</b>	<b>9,600</b>		

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## INTUIT INC

<b>ISIN</b>	US4612021034	<b>Meeting Date</b>	19-Jan-23
<b>Ticker</b>	INTU	<b>Deadline Date</b>	18-Jan-23
<b>Country</b>	United States	<b>Record Date</b>	21-Nov-22
<b>Blocking</b>	No	<b>Vote Date</b>	11-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Eve Burton	Management	For	For	For
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	For	For
1h.	Elect Thomas J. Szkutak	Management	For	For	For
1i.	Elect Raul Vazquez	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				

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4. Amendment to the Employee Stock Purchase Plan Management For For For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	8,000		11-Jan-23
<b>Totals</b>				<b>8,000</b>		

## COSTCO WHOLESALE CORP

<b>ISIN</b>	US22160K1051	<b>Meeting Date</b>	19-Jan-23
<b>Ticker</b>	COST	<b>Deadline Date</b>	18-Jan-23
<b>Country</b>	United States	<b>Record Date</b>	11-Nov-22
<b>Blocking</b>	No	<b>Vote Date</b>	13-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Susan L. Decker	Management	For	For	For
1b.	Elect Kenneth D. Denman	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1c.	Elect Richard A. Galanti	Management	For	Against	Against
	Vote Note: CFO on board				
1d.	Elect Hamilton E. James	Management	For	For	For

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1e.	Elect W. Craig Jelinek	Management	For	For	For
1f.	Elect Sally Jewell	Management	For	For	For
1g.	Elect Charles T. Munger	Management	For	Against	Against
Vote Note: Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.					
1h.	Elect Jeffrey S. Raikes	Management	For	Against	Against
Vote Note: There is insufficient female representation on the board of directors.					
1i.	Elect John W. Stanton	Management	For	For	For
1j.	Elect Ron M. Vachris	Management	For	For	For
1k.	Elect Mary Agnes Wilderotter	Management	For	Against	Against
Vote Note: There is insufficient female representation on the board of directors.					
2.	Ratification of Auditor	Management	For	Against	Against
Vote Note: Excessive Auditor Tenure.					
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Report On Risks From State Policies Restricting Reproductive Health Care	Shareholder	Against	For	Against
Vote Note: Favor studying/reporting pregnancy/abortion issues.					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	3,000	13-Jan-23
<b>Totals</b>				<b>3,000</b>	

### **KONINKLIJKE DSM N.V.**

<b>ISIN</b>	NL0000009827	<b>Meeting Date</b>	23-Jan-23
<b>Ticker</b>		<b>Deadline Date</b>	12-Jan-23
<b>Country</b>	Netherlands	<b>Record Date</b>	26-Dec-22
<b>Blocking</b>	No	<b>Vote Date</b>	03-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Merger of Equals with Firmenich International SA	Management	For	For	For
4.	Ratification of Management Board Acts	Management	For	For	For
5.	Ratification of Supervisory Board Acts	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

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241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	30,000	03-Jan-23
<b>Totals</b>				<b>30,000</b>	

## VISA INC

<b>ISIN</b>	US92826C8394	<b>Meeting Date</b>	24-Jan-23
<b>Ticker</b>	V	<b>Deadline Date</b>	23-Jan-23
<b>Country</b>	United States	<b>Record Date</b>	25-Nov-22
<b>Blocking</b>	No	<b>Vote Date</b>	04-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Lloyd A. Carney	Management	For	Against	Against
	Vote Note: Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.				
1b.	Elect Kermit R. Crawford	Management	For	For	For
1c.	Elect Francisco Javier Fernández-Carbajal	Management	For	For	For
1d.	Elect Alfred F. Kelly, Jr.	Management	For	For	For
1e.	Elect Ramon L. Laguarda	Management	For	For	For



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1f.	Elect Teri L. List	Management	For	For	For
1g.	Elect John F. Lundgren	Management	For	For	For
1h.	Elect Denise M. Morrison	Management	For	For	For
1i.	Elect Linda Rendle	Management	For	For	For
1j.	Elect Maynard G. Webb	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	For	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	For

Vote Note: Shareholder proposal is anti-social.

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	16,700		04-Jan-23
			<b>Totals</b>	<b>16,700</b>		

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## ACCENTURE PLC

<b>ISIN</b>	IE00B4BNMY34	<b>Meeting Date</b>	01-Feb-23
<b>Ticker</b>	ACN	<b>Deadline Date</b>	31-Jan-23
<b>Country</b>	Ireland	<b>Record Date</b>	06-Dec-22
<b>Blocking</b>	No	<b>Vote Date</b>	28-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jaime Ardila	Management	For	For	For
1b.	Elect Nancy McKinstry	Management	For	Against	Against
	Vote Note: Serves on too many boards				
1c.	Elect Beth E. Mooney	Management	For	For	For
1d.	Elect Gilles Pélisson	Management	For	For	For
1e.	Elect Paula A. Price	Management	For	For	For
1f.	Elect Venkata Renduchintala	Management	For	For	For
1g.	Elect Arun Sarin	Management	For	For	For
1h.	Elect Julie Sweet	Management	For	For	For
1i.	Elect Tracey T. Travis	Management	For	Against	Against
	Vote Note: Serves on too many boards				
2.	Advisory Vote on Executive Compensation	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

3.	Frequency of Advisory Vote on Executive Compensation Management		1 Year	1 Year	For
4.	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
5.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7.	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	6,000		28-Jan-23
			<b>Totals</b>	<b>6,000</b>		

## TELEFONICA BRASIL S.A.,

<b>ISIN</b>	US87936R9996	<b>Meeting Date</b>	01-Feb-23
<b>Ticker</b>	VIV	<b>Deadline Date</b>	20-Jan-23
<b>Country</b>	Brazil	<b>Record Date</b>	27-Dec-22
<b>Blocking</b>	No	<b>Vote Date</b>	14-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Ratification of Appointment of Appraiser	Management	For	For	For

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2.	Merger Agreement	Management	For	For	For
3.	Valuation Report	Management	For	For	For
4.	Merger (Garliava)	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	70,000		14-Jan-23
			<b>Totals</b>	<b>70,000</b>		

## ORSTED A/S

<b>ISIN</b>	DK0060094928	<b>Meeting Date</b>	07-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	24-Feb-23
<b>Country</b>	Denmark	<b>Record Date</b>	28-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	18-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For
5	Allocation of Profits/Dividends	Management	For	For	For

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6.1	Board Size	Management	For	For	For
6.2.1	Elect Thomas Thune Andersen as Chair	Management	For	For	For
6.3.1	Elect Lene Skole-Sørensen as Vice Chair	Management	For	For	For
6.4.1	Elect Jørgen Kildahl	Management	For	For	For
6.4.2	Elect Peter Korsholm	Management	For	For	For
6.4.3	Elect Dieter Wemmer	Management	For	For	For
6.4.4	Elect Julia King	Management	For	For	For
6.4.5	Elect Annica Bresky	Management	For	For	For
6.4.6	Elect Andrew R.D. Brown	Management	For	For	For
7	Directors' Fees	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Authorization of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	24,000		18-Feb-23
			<b>Totals</b>	<b>24,000</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **NOVO NORDISK**

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<b>ISIN</b>	DK0060534915	<b>Meeting Date</b>	23-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	14-Mar-23
<b>Country</b>	Denmark	<b>Record Date</b>	16-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	09-Mar-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5.1	Directors' Fees 2022	Management	For	For	For
5.2	Directors' Fees 2023	Management	For	For	For
5.3	Amendments to Remuneration Policy	Management	For	For	For
6.1	Elect Helge Lund as Chair	Management	For	For	For
6.2	Elect Henrik Poulsen as Vice Chair	Management	For	For	For
6.3.A	Elect Laurence Debroux	Management	For	For	For
6.3.B	Elect Andreas Fibig	Management	For	For	For
6.3.C	Elect Sylvie Grégoire	Management	For	For	For
6.3.D	Elect Kasim Kutay	Management	For	For	For

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6.3.E	Elect Christina Choi Lai Law	Management	For	For	For
6.3.F	Elect Martin Mackay	Management	For	Against	Against
	Vote Note: Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.				
7.1	Appointment of Auditor	Management	For	For	For
8.1	Cancellation of Shares	Management	For	For	For
8.2	Authority to Repurchase Shares	Management	For	For	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8.4	Shareholder Proposal Regarding Company's Product pricing	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	20,000		09-Mar-23
			<b>Totals</b>	<b>20,000</b>		

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Report Date Range: 01-Jan-23 to 31-Dec-23

## WAL-MART DE MEXICO S A B DE C V

<b>ISIN</b>	MX01WA000038	<b>Meeting Date</b>	30-Mar-23
<b>Ticker</b>		<b>Deadline Date</b>	22-Mar-23
<b>Country</b>	Mexico	<b>Record Date</b>	22-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	19-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1.A	Report of the Audit and Corporate Governance Committee	Management	For	For	For
2.1.B	Report of the Board on CEO's Report	Management	For	For	For
3.1.C	Report of the Board of Directors	Management	For	For	For
4.1.D	Report on Employees' Share Plan	Management	For	For	For
5.2	Accounts and Reports	Management	For	For	For
6.3	Allocation of Profits/Dividends	Management	For	For	For
7.4	Authority to Repurchase Shares	Management	For	For	For
8.5	Election of Directors; Election of Audit and Corporate Governance Committee Chair; Fees	Management	For	For	For
9.6	Election of Meeting Delegates	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	597,300	19-Mar-23
<b>Totals</b>				<b>597,300</b>	

## INFOSYS LTD

<b>ISIN</b>	INE009A01021	<b>Meeting Date</b>	31-Mar-23
<b>Ticker</b>	INFY	<b>Deadline Date</b>	27-Mar-23
<b>Country</b>	India	<b>Record Date</b>	03-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	24-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Elect Govind Vaidiram Iyer	Management	For	Against	Against
Vote Note: There is insufficient female representation on the board of directors.					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	100,000		24-Mar-23
<b>Totals</b>				<b>100,000</b>		

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Report Date Range: 01-Jan-23 to 31-Dec-23

### DEUTSCHE TELEKOM AG

<b>ISIN</b>	DE0005557508	<b>Meeting Date</b>	05-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	28-Mar-23
<b>Country</b>	Germany	<b>Record Date</b>	31-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	19-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	Against	Against
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Harald Krüger	Management	For	For	For
6.2	Elect Reinhard Ploss	Management	For	For	For
6.3	Elect Margret Suckale	Management	For	For	For
7	Amendments to Articles (Virtual General Meetings)	Management	For	Abstain	Against
	Vote Note: Keine schriftliche Erklärung zu den Voraussetzungen der Nutzung einer virtuellen HV				

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8 Remuneration Report Management For Abstain Against

Vote Note: Es besteht teilweise eine Bindung an die Dividende bei der langfristige variable Vergütung., Anstieg der Grundvergütung über 10% bei einigen Vorstandsmitgliedern ohne nähere Erläuterung.

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	128,000		19-Mar-23
<b>Totals</b>				<b>128,000</b>		

## KONINKLIJKE AHOLD DELHAIZE N.V.

<b>ISIN</b>	NL0011794037	<b>Meeting Date</b>	12-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	03-Apr-23
<b>Country</b>	Netherlands	<b>Record Date</b>	15-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	26-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.	Accounts and Reports	Management	For	For	For
5.	Allocation of Dividends	Management	For	For	For
6.	REMUNERATION REPORT	Management	For	For	For
7.	Ratification of Management Board Acts	Management	For	For	For

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8.	Ratification of Supervisory Board Acts	Management	For	For	For
9.	Elect Peter Agnefjäll to the Supervisory Board	Management	For	For	For
10.	Elect Bill McEwan to the Supervisory Board	Management	For	For	For
11.	Elect Katherine C. Doyle to the Supervisory Board	Management	For	For	For
12.	Elect Julia Vander Ploeg to the Supervisory Board	Management	For	For	For
13.	Elect Frans Muller to the Management Board	Management	For	For	For
14.	Elect JJ Fleeman to the Management Board	Management	For	For	For
15.	Appointment of Auditor	Management	For	For	For
16.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17.	Authority to Suppress Preemptive Rights	Management	For	For	For
18.	Authority to Repurchase Shares	Management	For	For	For
19.	CANCELLATION OF SHARES	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	130,000		26-Mar-23
			<b>Totals</b>	<b>130,000</b>		

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### **TELEFONICA BRASIL S.A.,**

<b>ISIN</b>	BRTLPPACNOR8	<b>Meeting Date</b>	13-Apr-23
<b>Ticker</b>	VIV	<b>Deadline Date</b>	04-Apr-23
<b>Country</b>	Brazil	<b>Record Date</b>	16-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	01-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O1	Accounts and Reports	Management	For	For	For
O2	Allocation of Profits/Dividends	Management	For	For	For
O3A	Elect Stael Prata Silva Filho	Management	For	For	For
O3B	Elect Luciana Doria Wilson	Management	For	For	For
O4	Ratify Co-Option and Elect Denise Soares dos Santos	Management	For	For	For
O5	Remuneration Policy	Management	For	For	For
E1	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	For
E2	Consolidation of Articles	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
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241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	70,000	01-Apr-23
<b>Totals</b>				<b>70,000</b>	

## VINCI

<b>ISIN</b>	FR0000125486	<b>Meeting Date</b>	13-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	07-Apr-23
<b>Country</b>	France	<b>Record Date</b>	06-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	27-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Consolidated Accounts and Reports	Management	For	For	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Caroline Grégoire Sainte Marie	Management	For	For	For
5	Elect Carlos F. Aguilar	Management	For	For	For
6	Elect Annette Messemer	Management	For	For	For
7	Elect Dominique Muller	Management		For	N/A

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

8	Elect Agnès Daney de Marcillac	Management		Against	N/A
	Vote Note: Alternate nominee preferred				
9	Elect Ronald Kouwenhoven	Management		Against	N/A
	Vote Note: Alternate nominee preferred				
10	Authority to Repurchase and Reissue Shares	Management	For	For	For
11	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2023 Remuneration Policy (Executives)	Management	For	For	For
13	2022 Remuneration Report	Management	For	For	For
14	2022 Remuneration of Xavier Huillard, Chair and CEO	Management	For	Against	Against
	Vote Note: Pay and performance disconnect				
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Authority to Increase Capital Through Capitalisations	Management	For	For	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
20	Greenshoe	Management	For	For	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For
23	Stock Purchase Plan for Overseas Employees	Management	For	For	For
24	Authority to Issue Performance Shares	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

25 Authorisation of Legal Formalities Management For For For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	15,000		27-Mar-23
<b>Totals</b>				<b>15,000</b>		

## MONCLER SPA

**ISIN** IT0004965148  
**Meeting Date** 18-Apr-23  
**Ticker**  
**Deadline Date** 11-Apr-23  
**Country** Italy  
**Record Date** 05-Apr-23  
**Blocking** No  
**Vote Date** 30-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
0010	Accounts and Reports	Management	For	For	For
0020	Allocation of Profits/Dividends	Management	For	For	For
0030	Remuneration Report	Management	For	Against	Against
0040	Vote Note: Equity awards to major shareholder; Insufficient response to shareholder dissent Authority to Repurchase and Reissue Shares	Management	For	For	For
005A	List Presented by Double R S.r.l.	Management			N/A



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

005B	List Presented by Group of Institutional Investors Representing 1.4% of Share Capital	Management			For	N/A
0060	Election of the Chair of the Statutory Auditor Board	Management		For	For	For
0070	Statutory Auditors' Fees	Management		For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	50,000		30-Mar-23
			<b>Totals</b>	<b>50,000</b>		

## HUMANA INC.

<b>ISIN</b>	US4448591028	<b>Meeting Date</b>	20-Apr-23
<b>Ticker</b>	HUM	<b>Deadline Date</b>	19-Apr-23
<b>Country</b>	United States	<b>Record Date</b>	28-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a)	Elect Raquel C. Bono	Management	For	For	For
1b)	Elect Bruce Broussard	Management	For	For	For
1c)	Elect Frank A. D'Amelio	Management	For	Against	Against

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

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1d)	Elect David T. Feinberg	Management	For	For	For
1e)	Elect Wayne A.I. Frederick	Management	For	For	For
1f)	Elect John W. Garratt	Management	For	For	For
1g)	Elect Kurt J. Hilzinger	Management	For	Against	Against
	Vote Note: Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.				
1h)	Elect Karen W. Katz	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1i)	Elect Marcy S. Klevorn	Management	For	For	For
1j)	Elect William J. McDonald	Management	For	For	For
1k)	Elect Jorge S. Mesquita	Management	For	For	For
1l)	Elect Brad D. 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.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	5,000		03-Apr-23
			<b>Totals</b>	<b>5,000</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### ***LVMH MOET HENNESSY VUITTON SE***

<b>ISIN</b>	FR0000121014	<b>Meeting Date</b>	20-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	14-Apr-23
<b>Country</b>	France	<b>Record Date</b>	17-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	01-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Delphine Arnault	Management	For	Against	Against
	Vote Note: Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.				
6	Elect Antonio Belloni	Management	For	For	For
7	Elect Marie-Josée Kravis	Management	For	Against	Against
	Vote Note: Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director				
8	Elect Marie-Laure Sauty de Chalon	Management	For	For	For
9	Elect Natacha Valla	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

10	Elect Laurent Mignon	Management	For	Against	Against
	Vote Note: Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.				
11	Elect Lord Powell of Bayswater as Censor	Management	For	Against	Against
	Vote Note: Insufficient justification; Insufficient response to shareholder dissent				
12	Elect Diego Della Valle as Censor	Management	For	Against	Against
	Vote Note: Insufficient justification; Insufficient response to shareholder dissent				
13	2022 Remuneration Report	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
14	2022 Remuneration of Bernard Arnault, Chair and CEO	Management	For	Against	Against
	Vote Note: Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design				
15	2022 Remuneration of Antonio Belloni, Deputy CEO	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent; Excessive compensation; Poor overall design				
16	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
17	2023 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
	Vote Note: Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure				
18	2023 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure				
19	Authority to Repurchase and Reissue Shares	Management	For	For	For
20	Authority to Cancel Shares and Reduce Capital	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

21	Authority to Increase Capital Through Capitalisations	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights Vote Note: Potential dilution exceeds recommended threshold	Management	For	Against	Against
24	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors) Vote Note: Potential dilution exceeds recommended threshold	Management	For	Against	Against
25	Greenshoe Vote Note: Potential dilution exceeds recommended threshold	Management	For	Against	Against
26	Authority to Increase Capital in Case of Exchange Offers Vote Note: Potential dilution exceeds recommended threshold	Management	For	Against	Against
27	Authority to Increase Capital in Consideration for Contributions In Kind Vote Note: Potential dilution exceeds recommended threshold	Management	For	Against	Against
28	Authority to Grant Stock Options Vote Note: Poor overall compensation disclosure	Management	For	Against	Against
29	Employee Stock Purchase Plan	Management	For	For	For
30	Global Ceiling on Capital Increases and Debt Issuances	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-23 to 31-Dec-23

241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	4,000	01-Apr-23
<b>Totals</b>				<b>4,000</b>	

## L'OREAL

<b>ISIN</b>	FR0000120321	<b>Meeting Date</b>	21-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	17-Apr-23
<b>Country</b>	France	<b>Record Date</b>	18-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	04-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Sophie Bellon	Management	For	For	For
5	Elect Fabienne Dulac	Management	For	Against	Against
	Vote Note: Less than 75% Attendance; Serves on too many boards				
6	2023 Directors' Fees	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

7	2022 Remuneration Report	Management	For	For	For
8	2022 Remuneration of Jean-Paul Agon, Chair	Management	For	For	For
9	2022 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	For
10	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
11	2023 Remuneration Policy (Chair)	Management	For	For	For
12	2023 Remuneration Policy (CEO)	Management	For	For	For
13	Authority to Repurchase and Reissue Shares	Management	For	For	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
15	Authority to Increase Capital Through Capitalisations	Management	For	For	For
16	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
17	Employee Stock Purchase Plan	Management	For	For	For
18	Stock Purchase Plan for Overseas Employees	Management	For	For	For
19	Internal Spin-off (Affaires Marché France, Domaines d'Excellence and Luxury of Retail)	Management	For	For	For
20	Internal Spin-off (L'Oréal International Distribution)	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	10,000		04-Apr-23
			<b>Totals</b>	<b>10,000</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **ING GROEP N.V.**

<b>ISIN</b>	NL0011821202	<b>Meeting Date</b>	24-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	13-Apr-23
<b>Country</b>	Netherlands	<b>Record Date</b>	27-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	04-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2c.	Remuneration Report	Management	For	For	For
2d.	Accounts and Reports	Management	For	For	For
3b.	Allocation of Dividends	Management	For	For	For
4a.	Ratification of Management Board Acts	Management	For	For	For
4b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Appointment of Auditor	Management	For	For	For
6.	Elect Tanate Phutrakul to the Management Board	Management	For	For	For
7a.	Election Alexandra Reich to the Supervisory Board	Management	For	For	For
7b.	Elect Karl Guha to the Supervisory Board	Management	For	For	For
7c.	Elect Herna Verhagen to the Supervisory Board	Management	For	For	For
7d.	Elect Mike Rees to the Supervisory Board	Management	For	For	For
8a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	100,000		04-Apr-23
			<b>Totals</b>	<b>100,000</b>		

## ***BANK OF AMERICA CORP.***

<b>ISIN</b>	US0605051046	<b>Meeting Date</b>	25-Apr-23
<b>Ticker</b>	BAC	<b>Deadline Date</b>	24-Apr-23
<b>Country</b>	United States	<b>Record Date</b>	01-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sharon L. Allen	Management	For	For	For
1b.	Elect José E. Almeida	Management	For	For	For
1c.	Elect Frank P. Bramble, Sr.	Management	For	For	For
1d.	Elect Pierre J. P. de Weck	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1e.	Elect Arnold W. Donald	Management	For	For	For
1f.	Elect Linda P. Hudson	Management	For	For	For
1g.	Elect Monica C. Lozano	Management	For	For	For
1h.	Elect Brian T. Moynihan	Management	For	For	For
1i.	Elect Lionel L. Nowell, III	Management	For	For	For
1j.	Elect Denise L. Ramos	Management	For	For	For
1k.	Elect Clayton S. Rose	Management	For	For	For
1l.	Elect Michael D. White	Management	For	For	For
1m.	Elect Thomas D. Woods	Management	For	For	For
1n.	Elect Maria T. Zuber	Management	For	Against	Against
	Vote Note: Affiliate/Insider on nominating/governance committee				
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: Concerning pay practices; Pay and performance disconnect				
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 Bank of America Corporation Equity Plan	Management	For	For	For
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	For
	Vote Note: Shareholder proposal is anti-social.				
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

8.	Shareholder Proposal Regarding Report on Absolute GHG Targets and Alignment with Paris Agreement Vote Note: GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Shareholder	Against	Against	For
11.	Shareholder Proposal Regarding a Racial Equity Audit	Shareholder	Against	For	Against

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	100,000		06-Apr-23
<b>Totals</b>				<b>100,000</b>		

## ASML HOLDING NV

<b>ISIN</b>	NL0010273215	<b>Meeting Date</b>	26-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	17-Apr-23
<b>Country</b>	Netherlands	<b>Record Date</b>	29-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

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

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	6,000		03-Apr-23
			<b>Totals</b>	<b>6,000</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### ASSA ABLOY AB

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<b>ISIN</b>	SE0007100581	<b>Meeting Date</b>	26-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	17-Apr-23
<b>Country</b>	Sweden	<b>Record Date</b>	18-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Election of Presiding Chair	Management	For	TNA	N/A
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.A	Directors' Fees	Management	For	TNA	N/A
11.B	Authority to Set Auditor's Fees	Management	For	TNA	N/A
12	Election of Directors	Management	For	TNA	N/A
13	Appointment of Auditor	Management	For	TNA	N/A

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

14	Approval of Nomination Committee Guidelines	Management	For	TNA	N/A
15	Remuneration Report	Management	For	TNA	N/A
16	Authority to Repurchase and Reissue Shares	Management	For	TNA	N/A
17	Adoption of Share-Based Incentives (LTI 2023)	Management	For	TNA	N/A

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	126,000		
			<b>Totals</b>	<b>126,000</b>		

## CITIZENS FINANCIAL GROUP INC

<b>ISIN</b>	US1746101054	<b>Meeting Date</b>	27-Apr-23
<b>Ticker</b>	CFG	<b>Deadline Date</b>	26-Apr-23
<b>Country</b>	United States	<b>Record Date</b>	28-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	10-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Bruce Van Saun	Management	For	For	For
1b.	Elect Lee Alexander	Management	For	For	For
1c.	Elect Christine M. Cumming	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1d.	Elect Kevin Cummings	Management	For	For	For
1e.	Elect William P. Hankowsky	Management	For	For	For
1f.	Elect Edward J. Kelly, III	Management	For	For	For
1g.	Elect Robert G. Leary	Management	For	For	For
1h.	Elect Terrance J. Lillis	Management	For	For	For
1i.	Elect Michele N. Siekerka	Management	For	For	For
1j.	Elect Shivan S. Subramaniam	Management	For	Against	Against
	Vote Note: Does not disclose EE01 reporting.				
1k.	Elect Christopher J. Swift	Management	For	For	For
1l.	Elect Wendy A. Watson	Management	For	Against	Against
	Vote Note: Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.				
1m.	Elect Marita Zuraitis	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
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
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	40,000		10-Apr-23
			<b>Totals</b>	<b>40,000</b>		

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## AXA

<b>ISIN</b>	FR0000120628	<b>Meeting Date</b>	27-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	21-Apr-23
<b>Country</b>	France	<b>Record Date</b>	24-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	07-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	2022 Remuneration Report	Management	For	For	For
5	2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	Management	For	For	For
6	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022)	Management	For	For	For
7	2022 Remuneration of Thomas Buberl, CEO	Management	For	Against	Against
	Vote Note: Insufficient response to shareholder dissent				
8	2023 Remuneration Policy (CEO)	Management	For	For	For
9	2023 Remuneration Policy (Chair)	Management	For	For	For
10	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
11	Special Auditors Report on Regulated Agreements	Management	For	For	For



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

12	Authority to Repurchase and Reissue Shares	Management	For	For	For
13	Authority to Increase Capital Through Capitalisations	Management	For	For	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
17	Authority to Set Offering Price of Shares	Management	For	For	For
18	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Management	For	For	For
21	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Management	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For
23	Stock Purchase Plan for Overseas Employees	Management	For	For	For
24	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
25	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	108,838		07-Apr-23
			<b>Totals</b>	<b>108,838</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### VEOLIA ENVIRONNEMENT S.A.

<b>ISIN</b>	FR0000124141	<b>Meeting Date</b>	27-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	21-Apr-23
<b>Country</b>	France	<b>Record Date</b>	24-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	09-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Non Tax-Deductible Expenses	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Elect Maryse Aulagnon	Management	For	For	For
7	Elect Olivier Andriès	Management	For	For	For
8	Elect Véronique Bédague-Hamilius	Management	For	For	For
9	Elect Francisco Reynés Massanet	Management	For	For	For
10	Appointment of Auditor (Ernst & Young)	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
11	2022 Remuneration of Antoine Frérot, Chair and CEO (until June 30, 2022)	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

12	2022 Remuneration of Antoine Frérot, Chair (from July 1, 2022)	Management	For	For	For
13	2022 Remuneration of Estelle Brachlianoff, CEO (from July 1, 2022)	Management	For	For	For
14	2022 Remuneration Report	Management	For	For	For
15	2023 Remuneration Policy (Chair)	Management	For	Against	Against
	Vote Note: Concerning pay practices				
16	2023 Remuneration Policy (CEO)	Management	For	For	For
17	2023 Remuneration Policy (Non-Executive Directors)	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Employee Stock Purchase Plan	Management	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For
21	Authority to Issue Performance Shares	Management	For	For	For
22	Amendments to Articles Regarding Corporate Mission	Management	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	64,548		09-Apr-23
			<b>Totals</b>	<b>64,548</b>		

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## KERING

<b>ISIN</b>	FR0000121485	<b>Meeting Date</b>	27-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	21-Apr-23
<b>Country</b>	France	<b>Record Date</b>	24-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	07-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	2022 Remuneration Report	Management	For	For	For
5	2022 Remuneration of François-Henri Pinault, Chair and CEO Vote Note: Equity awards to controlling shareholder; Insufficient response to shareholder dissent	Management	For	Against	Against
6	2022 Remuneration of Jean-François Palus, Deputy CEO Vote Note: Insufficient response to shareholder dissent	Management	For	Against	Against
7	2023 Remuneration Policy (Corporate officers) Vote Note: Equity awards to controlling shareholder; Insufficient response to shareholder dissent	Management	For	Against	Against
8	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
9	Authority to Repurchase and Reissue Shares	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

10	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
11	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights Vote Note: Maximum debt amount not disclosed	Management	For	Abstain	Against
12	Authority to Increase Capital Through Capitalisations	Management	For	For	For
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights Vote Note: Maximum debt amount not disclosed	Management	For	Abstain	Against
14	Authority to Issue Shares and/or Convertible Debt Through Private Placement (Qualified Investors) Vote Note: Maximum debt amount not disclosed	Management	For	Abstain	Against
15	Authority to Set Offering Price of Shares Vote Note: Maximum debt amount not disclosed	Management	For	Abstain	Against
16	Greenshoe Vote Note: Maximum debt amount not disclosed	Management	For	Abstain	Against
17	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
18	Employee Stock Purchase Plan	Management	For	For	For
19	Stock Purchase Plan for Overseas Employees	Management	For	For	For
20	Authorisation of Legal Formalities	Management	For	For	For

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

Report Date Range: 01-Jan-23 to 31-Dec-23

241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	3,271	07-Apr-23
			<b>Totals</b>	<b>3,271</b>	

## ASTRAZENECA PLC

<b>ISIN</b>	GB0009895292	<b>Meeting Date</b>	27-Apr-23
<b>Ticker</b>		<b>Deadline Date</b>	20-Apr-23
<b>Country</b>	United Kingdom	<b>Record Date</b>	25-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	10-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For
5A	Elect Michel Demaré	Management	For	For	For
5B	Elect Pascal Soriot	Management	For	For	For
5C	Elect Aradhana Sarin	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

5D	Elect Philip Broadley	Management	For	For	For
5E	Elect Euan Ashley	Management	For	For	For
5F	Elect Deborah DiSanzo	Management	For	For	For
5G	Elect Diana Layfield	Management	For	For	For
5H	Elect Sherilyn S. McCoy	Management	For	For	For
5I	Elect Tony MOK Shu Kam	Management	For	For	For
5J	Elect Nazneen Rahman	Management	For	For	For
5K	Elect Andreas Rummelt	Management	For	For	For
5L	Elect Marcus Wallenberg	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Authorisation of Political Donations	Management	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
13	Adoption of New Articles	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-23 to 31-Dec-23

241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	25,794	10-Apr-23
			<b>Totals</b>	<b>25,794</b>	

## S&P GLOBAL INC

<b>ISIN</b>	US78409V1044	<b>Meeting Date</b>	03-May-23
<b>Ticker</b>	SPGI	<b>Deadline Date</b>	02-May-23
<b>Country</b>	United States	<b>Record Date</b>	13-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	18-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A.	Elect Marco Alverà	Management	For	For	For
1B.	Elect Jacques Esculier	Management	For	For	For
1C.	Elect Gay Huey Evans	Management	For	For	For
1D.	Elect William D. Green	Management	For	For	For
1E.	Elect Stephanie C. Hill	Management	For	For	For
1F.	Elect Rebecca Jacoby	Management	For	For	For
1G.	Elect Robert P. Kelly	Management	For	For	For



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1H.	Elect Ian P. Livingston	Management	For	For	For
1I.	Elect Deborah D. McWhinney	Management	For	For	For
1J.	Elect Maria R. Morris	Management	For	For	For
1K.	Elect Douglas L. Peterson	Management	For	For	For
1L.	Elect Richard E. Thornburgh	Management	For	For	For
1M.	Elect Gregory Washington	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.

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	5,000		18-Apr-23
			<b>Totals</b>	<b>5,000</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **SCHNEIDER ELECTRIC SE**

<b>ISIN</b>	FR0000121972	<b>Meeting Date</b>	04-May-23
<b>Ticker</b>		<b>Deadline Date</b>	28-Apr-23
<b>Country</b>	France	<b>Record Date</b>	28-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	14-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2022 Remuneration Report	Management	For	For	For
6	2022 Remuneration of Jean-Pascal Tricoire, Chair and CEO Vote Note: Concerning pay practices	Management	For	Against	Against
7	2023 Remuneration Policy, Chair and CEO (Until May 3, 2023)	Management	For	For	For
8	2023 Remuneration Policy, CEO (From May 4, 2023)	Management	For	For	For
9	2023 Remuneration Policy, Chair (From May 4, 2023)	Management	For	For	For
10	2023 Directors' Fees	Management	For	For	For
11	2023 Remuneration Policy (Board of Directors)	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

12	Elect Léo Apotheker	Management	For	For	For
13	Elect Gregory M. Spierkel	Management	For	For	For
14	Elect Lip-Bu Tan	Management	For	For	For
15	Elect Abhay Parasnis	Management	For	For	For
16	Elect Giulia Chierchia	Management	For	For	For
17	Opinion on Climate Strategy Strategy	Management	For	For	For
	Vote Note: This is a Say-On-Climate Proposal.				
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
22	Greenshoe	Management	For	For	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
24	Authority to Increase Capital Through Capitalisations	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	Authority to Cancel Shares and Reduce Capital	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
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## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	16,483	14-Apr-23
<b>Totals</b>				<b>16,483</b>	

## HSBC HOLDINGS PLC

<b>ISIN</b>	GB0005405286	<b>Meeting Date</b>	05-May-23
<b>Ticker</b>		<b>Deadline Date</b>	28-Apr-23
<b>Country</b>	United Kingdom	<b>Record Date</b>	03-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	20-Apr-23

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.A	Elect Geraldine Buckingham	Management	For	For	For
3.B	Elect Georges Elhedery	Management	For	For	For
3.C	Elect Kalpana Morparia	Management	For	For	For
3.D	Elect Rachel Duan	Management	For	For	For
3.E	Elect Carolyn Fairbairn	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

3.F	Elect James J. Forese	Management	For	For	For
3.G	Elect Steven Guggenheimer	Management	For	For	For
3.H	Elect José Antonio Meade Kuribrefña	Management	For	For	For
3.I	Elect Eileen Murray	Management	For	For	For
3.J	Elect David T. Nish	Management	For	For	For
3.K	Elect Noel Quinn	Management	For	For	For
3.L	Elect Mark E. Tucker	Management	For	For	For
4	Appointment of Auditor	Management	For	For	For
5	Authority to Set Auditor's Fees	Management	For	For	For
6	Authorisation of Political Donations	Management	For	For	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
10	Authority to Issue Repurchased Shares	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Repurchase Shares Off-Market	Management	For	For	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
15	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
16	Shareholder Proposal Regarding Pension Scheme	Shareholder	Against	Against	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

17	Shareholder Proposal Regarding Potential Spin-Off or Business Restructuring	Shareholder	Against	Against	For
18	Shareholder Proposal Regarding Dividend Policy	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	192,511		20-Apr-23
			<b>Totals</b>	<b>192,511</b>		

## XYLEM INC

<b>ISIN</b>	US98419M1009	<b>Meeting Date</b>	11-May-23
<b>Ticker</b>	XYL	<b>Deadline Date</b>	10-May-23
<b>Country</b>	United States	<b>Record Date</b>	05-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	29-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Merger/Acquisition	Management	For	For	For
2.	Right to Adjourn Meeting	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-23 to 31-Dec-23

241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	15,000	29-Apr-23
<b>Totals</b>				<b>15,000</b>	

## SAP SE

<b>ISIN</b>	DE0007164600	<b>Meeting Date</b>	11-May-23
<b>Ticker</b>		<b>Deadline Date</b>	02-May-23
<b>Country</b>	Germany	<b>Record Date</b>	19-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Remuneration Report	Management	For	Abstain	Against
6	Authority to Repurchase and Reissue Shares Vote Note: Eigeninvestment erforderlich, jedoch keine dezidierten sog. Share Ownership Guidelines Vote Note: Laufzeit beträgt mehr als 2 Jahre	Management	For	Against	Against

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

7	Authority to Repurchase Shares Using Equity Derivatives Vote Note: Laufzeit beträgt mehr als 2 Jahre	Management	For	Against	Against
8.1	Elect Jennifer Xin-Zhe Li Vote Note: Overboarding	Management	For	Against	Against
8.2	Elect Qi Lu Vote Note: Overboarding	Management	For	Against	Against
8.3	Elect Punit Renjen	Management	For	For	For
9	Management Board Remuneration Policy	Management	For	For	For
10	Supervisory Board Remuneration Policy	Management	For	For	For
11.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	For	For
11.2	Amendments to Articles (Virtual Participation of Supervisory Board Members) Vote Note: Einzelfallentscheidung, gesellschaftsspezifischer Grund	Management	For	Abstain	Against

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	19,000		25-Apr-23
			<b>Totals</b>	<b>19,000</b>		



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **COLGATE-PALMOLIVE CO.**

<b>ISIN</b>	US1941621039	<b>Meeting Date</b>	12-May-23
<b>Ticker</b>	CL	<b>Deadline Date</b>	11-May-23
<b>Country</b>	United States	<b>Record Date</b>	13-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect John P. Bilbrey	Management	For	For	For
1b.	Elect John T. Cahill	Management	For	For	For
1c.	Elect Steve A. Cahillane	Management	For	For	For
1d.	Elect Lisa M. Edwards	Management	For	For	For
1e.	Elect C. Martin Harris	Management	For	For	For
1f.	Elect Martina Hund-Mejean	Management	For	For	For
1g.	Elect Kimberly A. Nelson	Management	For	For	For
1h.	Elect Lorrie M. Norrington	Management	For	Against	Against
	Vote Note: Adopted forum selection clause in past year w/o shareholder approval				
1i.	Elect Michael B. Polk	Management	For	For	For
1j.	Elect Stephen I. Sadove	Management	For	For	For
1k.	Elect Noel R. Wallace	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
	Vote Note: An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda				
6.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	36,000		27-Apr-23
			<b>Totals</b>	<b>36,000</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **MICHELIN**

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<b>ISIN</b>	FR001400AJ45	<b>Meeting Date</b>	12-May-23
<b>Ticker</b>		<b>Deadline Date</b>	03-May-23
<b>Country</b>	France	<b>Record Date</b>	09-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	23-Apr-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Consolidated Accounts and Reports	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Authority to Repurchase and Reissue Shares	Management	For	For	For
6	2023 Remuneration Policy (Managers)	Management	For	For	For
7	2023 Remuneration Policy (Supervisory Board)	Management	For	For	For
8	2022 Remuneration Report	Management	For	For	For
9	2022 Remuneration of Florent Menegaux, General Managing Partner and CEO	Management	For	For	For
10	2022 Remuneration of Yves Chapot, General Manager	Management	For	For	For
11	2022 Remuneration of Barbara Dalibard, Supervisory Board Chair	Management	For	For	For
12	Elect Barbara Dalibard	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

13	Elect Aruna Jayanthi	Management	For	For	For
14	Authority to Issue Performance Shares	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	71,720		23-Apr-23
			<b>Totals</b>	<b>71,720</b>		

## ***XYLEM INC***

<b>ISIN</b>	US98419M1009	<b>Meeting Date</b>	18-May-23
<b>Ticker</b>	XYL	<b>Deadline Date</b>	17-May-23
<b>Country</b>	United States	<b>Record Date</b>	20-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jeanne Beliveau-Dunn	Management	For	For	For
1b.	Elect Patrick K. Decker	Management	For	For	For
1c.	Elect Earl R. Ellis	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1d.	Elect Robert F. Friel	Management	For	For	For
1e.	Elect Victoria D. Harker	Management	For	For	For
1f.	Elect Steven R. Loranger	Management	For	For	For
1g.	Elect Mark D. Morelli	Management	For	For	For
1h.	Elect Jerome A. Peribere	Management	For	For	For
1i.	Elect Lila Tretikov	Management	For	For	For
1j.	Elect Uday Yadav	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	15,000		27-Apr-23
			<b>Totals</b>	<b>15,000</b>		

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## **MERCK & CO INC**

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<b>ISIN</b>	US58933Y1055	<b>Meeting Date</b>	23-May-23
<b>Ticker</b>	MRK	<b>Deadline Date</b>	22-May-23
<b>Country</b>	United States	<b>Record Date</b>	24-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	08-May-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1a.	Elect Douglas M. Baker, Jr.	Management	For	For	For
1b.	Elect Mary Ellen Coe	Management	For	For	For
1c.	Elect Pamela J. Craig	Management	For	For	For
1d.	Elect Robert M. Davis	Management	For	For	For
1e.	Elect Thomas H. Glocer	Management	For	For	For
1f.	Elect Risa Lavizzo-Mourey	Management	For	For	For
1g.	Elect Stephen L. Mayo	Management	For	For	For
1h.	Elect Paul B. Rothman	Management	For	For	For
1i.	Elect Patricia F. Russo	Management	For	For	For
1j.	Elect Christine E. Seidman	Management	For	For	For
1k.	Elect Inge G. Thulin	Management	For	For	For
1l.	Elect Kathy J. Warden	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1m.	Elect Peter C. Wendell	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.	Ratification of Auditor	Management		For		Against	Against
	Vote Note: Excessive Auditor Tenure.						
5.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder		Against		Against	For
	Vote Note: Shareholder proposal is anti-social.						
6.	Shareholder Proposal Regarding Report on Access to COVID-19 Products	Shareholder		Against		For	Against
	Vote Note: Adoption of proposal can help mitigate risks associated with drug pricing						
7.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder		Against		Against	For
8.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder		Against		For	Against
	Vote Note: Adoption of proposal can help mitigate risks associated with drug pricing						
9.	Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	Shareholder		Against		Against	For
	Vote Note: Shareholder proposal is anti-social.						
10.	Shareholder Proposal Regarding Independent Chair	Shareholder		Against		For	Against
	Vote Note: An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda						

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-23 to 31-Dec-23

241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	30,000	08-May-23
<b>Totals</b>				<b>30,000</b>	

## ST MICROELECTRONICS

<b>ISIN</b>	NL0000226223	<b>Meeting Date</b>	24-May-23
<b>Ticker</b>		<b>Deadline Date</b>	08-May-23
<b>Country</b>	Netherlands	<b>Record Date</b>	26-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	04-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3	Remuneration Report	Management	For	For	For
4	Accounts and Reports	Management	For	For	For
5	Allocation of Dividends	Management	For	For	For
6	Ratification of Management Board Acts	Management	For	For	For
7	Ratification of Supervisory Board Acts	Management	For	For	For
8	Equity Grant - CEO	Management	For	For	For
9	Elect Yann Delabrière to the Supervisory Board	Management	For	For	For



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

10	Elect Ana de Pro Gonzalo to the Supervisory Board	Management	For	For	For
11	Elect Frédéric Sanchez to the Supervisory Board	Management	For	For	For
12	Elect Maurizio Tamagnini to the Supervisory Board	Management	For	Against	Against
Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
13	Elect Hélène Vletter-van Dort to the Supervisory Board	Management	For	For	For
14	Elect Paolo Visca to the Supervisory Board	Management	For	For	For
15	Authority to Repurchase Shares	Management	For	For	For
16	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
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	26,822		04-May-23
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	41,500		04-May-23
<b>Totals</b>				<b>68,322</b>		

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## ***EQUINIX, INC.***

<b>ISIN</b>	US29444U5020	<b>Meeting Date</b>	25-May-23
<b>Ticker</b>	EQIX	<b>Deadline Date</b>	24-May-23
<b>Country</b>	United States	<b>Record Date</b>	30-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	19-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Nanci E. Caldwell	Management	For	Against	Against
	Vote Note: Does not disclose EE01 reporting.				
1b.	Elect Adaire Fox-Martin	Management	For	For	For
1c.	Elect Ron Guerrier	Management	For	Abstain	Against
	Vote Note: Proposal withdrawn				
1d.	Elect Gary F. Hromadko	Management	For	For	For
1e.	Elect Charles Meyers	Management	For	For	For
1f.	Elect Thomas S. Olinger	Management	For	For	For
1g.	Elect Christopher B. Paisley	Management	For	For	For
1h.	Elect Jeetendra I. Patel	Management	For	For	For
1i.	Elect Sandra Rivera	Management	For	For	For
1j.	Elect Fidelma Russo	Management	For	For	For

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1k.	Elect Peter F. Van Camp	Management	For	Against	Against
Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
Vote Note: Pay and performance disconnect					
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.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	4,750		19-May-23
<b>Totals</b>				<b>4,750</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **LOWE`S COS., INC.**

<b>ISIN</b>	US5486611073	<b>Meeting Date</b>	26-May-23
<b>Ticker</b>	LOW	<b>Deadline Date</b>	25-May-23
<b>Country</b>	United States	<b>Record Date</b>	20-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	11-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Raul Alvarez	Management	For	For	For
1.2	Elect David H. Batchelder	Management	For	For	For
1.3	Elect Scott H. Baxter	Management	For	For	For
1.4	Elect Sandra B. Cochran	Management	For	For	For
1.5	Elect Laurie Z. Douglas	Management	For	For	For
1.6	Elect Richard W. Dreiling	Management	For	For	For
1.7	Elect Marvin R. Ellison	Management	For	For	For
1.8	Elect Daniel J. Heinrich	Management	For	For	For
1.9	Elect Brian C. Rogers	Management	For	For	For
1.10	Elect Bertram L. Scott	Management	For	Withhold	Against
	Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.				
1.11	Elect Colleen Taylor	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1.12	Elect Mary Elizabeth West	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.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
	Vote Note: An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	3,000		11-May-23
			<b>Totals</b>	<b>3,000</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### LEGRAND SA

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

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

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

13	Elect Angeles Garcia-Poveda	Management	For	For	For
14	Elect Michel Landel	Management	For	For	For
15	Elect Valérie Chort	Management	For	For	For
16	Elect Clare Scherrer	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	29,946		10-May-23
			<b>Totals</b>	<b>29,946</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### TRANE TECHNOLOGIES PLC

<b>ISIN</b>	IE00BK9ZQ967	<b>Meeting Date</b>	01-Jun-23
<b>Ticker</b>	TT	<b>Deadline Date</b>	31-May-23
<b>Country</b>	Ireland	<b>Record Date</b>	06-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	17-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Kirk E. Arnold	Management	For	For	For
1b.	Elect Ann C. Berzin	Management	For	For	For
1c.	Elect April Miller Boise	Management	For	For	For
1d.	Elect Gary D. Forsee	Management	For	Against	Against
	Vote Note: Does not disclose EE01 reporting.				
1e.	Elect Mark R. George	Management	For	For	For
1f.	Elect John A. Hayes	Management	For	For	For
1g.	Elect Linda P. Hudson	Management	For	For	For
1h.	Elect Myles P. Lee	Management	For	For	For
1i.	Elect David S. Regnery	Management	For	For	For
1j.	Elect Melissa N. Schaeffer	Management	For	For	For



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1k.	Elect John P. Surma	Management	For	Against	Against
Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
2.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
Vote Note: Excessive Auditor Tenure.					
5.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7.	Set the Price Range at which the Company can Re-Allot Treasury Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	21,200		17-May-23
<b>Totals</b>				<b>21,200</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### ***NN GROUP NV***

<b>ISIN</b>	NL0010773842	<b>Meeting Date</b>	02-Jun-23
<b>Ticker</b>		<b>Deadline Date</b>	23-May-23
<b>Country</b>	Netherlands	<b>Record Date</b>	05-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	10-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Remuneration Report	Management	For	For	For
4.a.	Accounts and Reports	Management	For	For	For
4.c.	Allocation of Dividends	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
7.	Supervisory Board Remuneration Policy	Management	For	For	For
8a.i.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8a.ii.	Authority to Suppress Preemptive Rights	Management	For	For	For
8.b.	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	36,489		10-May-23
<b>Totals</b>				<b>36,489</b>		

## UNITEDHEALTH GROUP INC

<b>ISIN</b>	US91324P1021	<b>Meeting Date</b>	05-Jun-23
<b>Ticker</b>	UNH	<b>Deadline Date</b>	02-Jun-23
<b>Country</b>	United States	<b>Record Date</b>	10-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	21-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Timothy P. Flynn	Management	For	For	For
1b.	Elect Paul R. Garcia	Management	For	For	For
1c.	Elect Kristen Gil	Management	For	For	For
1d.	Elect Stephen J. Hemsley	Management	For	Against	Against
Vote Note: Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.					
1e.	Elect Michele J. Hooper	Management	For	For	For
1f.	Elect F. William McNabb, III	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1g.	Elect Valerie C. Montgomery Rice	Management	For	For	For
1h.	Elect John H. Noseworthy	Management	For	For	For
1i.	Elect Andrew Witty	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.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Against
	Vote Note: Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	7,000		21-May-23
			<b>Totals</b>	<b>7,000</b>		

**TAIWAN SEMICONDUCTOR MANUFACTURING**

<b>ISIN</b>	TW0002330008	<b>Meeting Date</b>	06-Jun-23
<b>Ticker</b>	TSM	<b>Deadline Date</b>	26-May-23
<b>Country</b>	Taiwan	<b>Record Date</b>	06-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	2022 Business Report and Financial Statements	Management	For	For	For
2.	Issuance of Employee Restricted Stock Awards for Year 2023	Management	For	For	For
3.	Revise the Procedures for Endorsement and Guarantee.	Management	For	For	For
4.	In Order to Reflect the Audit Committee Name Change to the Audit and Risk Committee, To Revise the Name of Audit Committee in four TSMC Policies	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	38,000		22-May-23
			<b>Totals</b>	<b>38,000</b>		

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## ***METLIFE INC***

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<b>ISIN</b>	US59156R1086	<b>Meeting Date</b>	20-Jun-23
<b>Ticker</b>	MET	<b>Deadline Date</b>	16-Jun-23
<b>Country</b>	United States	<b>Record Date</b>	21-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	05-Jun-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1a.	Elect Cheryl W. Gris�	Management	For	For	For
1b.	Elect Carlos M. Gutierrez	Management	For	For	For
1c.	Elect Carla A. Harris	Management	For	For	For
1d.	Elect Gerald L. Hassell	Management	For	For	For
1e.	Elect David L. Herzog	Management	For	For	For
1f.	Elect R. Glenn Hubbard	Management	For	For	For
1g.	Elect Jeh C. Johnson	Management	For	For	For
1h.	Elect Edward J. Kelly, III	Management	For	For	For
1i.	Elect William E. Kennard	Management	For	For	For
1j.	Elect Michel A. Khalaf	Management	For	For	For
1k.	Elect Catherine R. Kinney	Management	For	For	For
1l.	Elect Diana L. McKenzie	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1m.	Elect Denise M. Morrison	Management	For	For	For
1n.	Elect Mark A. Weinberger	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	22,271		05-Jun-23
			<b>Totals</b>	<b>22,271</b>		

## NVIDIA CORP

<b>ISIN</b>	US67066G1040	<b>Meeting Date</b>	22-Jun-23
<b>Ticker</b>	NVDA	<b>Deadline Date</b>	21-Jun-23
<b>Country</b>	United States	<b>Record Date</b>	24-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	07-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Robert K. Burgess	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1b.	Elect Tench Coxe	Management	For	For	For
1c.	Elect John O. Dabiri	Management	For	For	For
1d.	Elect Persis S. Drell	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1e.	Elect Jen-Hsun Huang	Management	For	For	For
1f.	Elect Dawn Hudson	Management	For	For	For
1g.	Elect Harvey C. Jones	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1h.	Elect Michael G. McCaffery	Management	For	For	For
1i.	Elect Stephen C. Neal	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1j.	Elect Mark L. Perry	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
1k.	Elect A. Brooke Seawell	Management	For	For	For
1l.	Elect Aarti Shah	Management	For	For	For
1m.	Elect Mark A. Stevens	Management	For	Against	Against
	Vote Note: There is insufficient female representation on the board of directors.				
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: Failure to incentivize mitigation of material environmental risks.				
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

4. Ratification of Auditor Management For For For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	4,907		07-Jun-23
<b>Totals</b>				<b>4,907</b>		

## DSM-FIRMENICH AG

**ISIN** CH1216478797 **Meeting Date** 29-Jun-23  
**Ticker** **Deadline Date** 22-Jun-23  
**Country** Switzerland **Record Date** 15-Jun-23  
**Blocking** No **Vote Date** 11-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For
2.	Dividends from Reserves	Management	For	For	For
3.1.	Board Compensation	Management	For	For	For
3.2.	Executive Compensation	Management	For	For	For
4.1.	Amendments to Articles (Resolutions)	Management	For	For	For
4.2.	Amendments to Articles (Share Register)	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

New Additional or Amended Proposals Management Against N/A

Vote Note: Granting unfettered discretion is unwise

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	30,000		11-Jun-23
			<b>Totals</b>	<b>30,000</b>		

### ***KONINKLIJKE AHOLD DELHAIZE N.V.***

<b>ISIN</b>	NL0011794037	<b>Meeting Date</b>	05-Jul-23
<b>Ticker</b>		<b>Deadline Date</b>	26-Jun-23
<b>Country</b>	Netherlands	<b>Record Date</b>	07-Jun-23
<b>Blocking</b>	No	<b>Vote Date</b>	19-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Elect Jolanda Poots-Bijl to the Management Board	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-23 to 31-Dec-23

241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	81,786	19-Jun-23
<b>Totals</b>				<b>81,786</b>	

## INDUSTRIA DE DISENO TEXTIL SA

<b>ISIN</b>	ES0148396007	<b>Meeting Date</b>	11-Jul-23
<b>Ticker</b>		<b>Deadline Date</b>	04-Jul-23
<b>Country</b>	Spain	<b>Record Date</b>	06-Jul-23
<b>Blocking</b>	No	<b>Vote Date</b>	26-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.a	Individual Accounts and Reports	Management	For	For	For
1.b	Ratification of Board Acts	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5.a	Board Size	Management	For	For	For
5.b	Elect Amancio Ortega Gaona	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

5.c	Elect José Luis Durán Schulz	Management	For	For	For
6	Remuneration Policy	Management	For	For	For
7	2023-2027 Long-Term Incentive Plan	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9	Remuneration Report	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
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	107,831		26-Jun-23
			<b>Totals</b>	<b>107,831</b>		

## VODACOM GROUP LTD

<b>ISIN</b>	ZAE000132577	<b>Meeting Date</b>	20-Jul-23
<b>Ticker</b>		<b>Deadline Date</b>	14-Jul-23
<b>Country</b>	South Africa	<b>Record Date</b>	14-Jul-23
<b>Blocking</b>	No	<b>Vote Date</b>	05-Jul-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.O.1	Accounts and Reports	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

2.O.2	Elect Anna Dimitrova	Management	For	For	For
3.O.3	Re-elect Mohamed S.A. Joosub	Management	For	For	For
4.O.4	Re-elect Khumo L. Shuenyane	Management	For	For	For
5.O.5	Re-elect Clive B. Thomson	Management	For	For	For
6.O.6	Re-elect Pierre Klotz	Management	For	For	For
7.O.7	Re-elect Leanne Wood	Management	For	For	For
8.O.8	Appointment of Auditor	Management	For	For	For
9.O.9	Approve Remuneration Policy	Management	For	For	For
10O10	Approve Remuneration Implementation Report	Management	For	For	For
11O11	Election of Audit, Risk and Compliance Committee Member (Clive B. Thomson)	Management	For	For	For
12O12	Election of Audit, Risk and Compliance Committee Member (Khumo L. Shuenyane)	Management	For	For	For
13O13	Election of Audit, Risk and Compliance Committee Member (Nomkhita Nqweni)	Management	For	For	For
14S.1	Authority to Repurchase Shares	Management	For	For	For
15S.2	Approve NEDs' Fees	Management	For	For	For
16S.3	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
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	136,967		05-Jul-23
			<b>Totals</b>	<b>136,967</b>		

# Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

## LINDE PLC

<b>ISIN</b>	IE000S9YS762	<b>Meeting Date</b>	24-Jul-23
<b>Ticker</b>		<b>Deadline Date</b>	07-Jul-23
<b>Country</b>	Ireland	<b>Record Date</b>	27-Apr-23
<b>Blocking</b>	No	<b>Vote Date</b>	02-Jul-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Stephen F. Angel	Management	For	For	For
1B	Elect Sanjiv Lamba	Management	For	For	For
1C	Elect Ann-Kristin Achleitner	Management	For	For	For
1D	Elect Thomas Enders	Management	For	For	For
1E	Elect Hugh Grant	Management	For	Against	Against
1F	Vote Note: There is insufficient female representation on the board of directors. Elect Joe Kaeser	Management	For	Against	Against
1G	Vote Note: There is insufficient female representation on the board of directors. Does not disclose EE01 reporting. Elect Victoria E. Ossadnik	Management	For	Against	Against
1H	Vote Note: There is insufficient female representation on the board of directors. Elect Martin H. Richenhagen	Management	For	For	For
1I	Elect Alberto Weisser	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1J	Elect Robert L. Wood	Management	For	For	For
2A	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
2B	Authority to Set Auditor's Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Amendment to Supermajority Requirements	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	100		02-Jul-23
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	8,937		02-Jul-23
			<b>Totals</b>	<b>9,037</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **PROCTER & GAMBLE CO.**

<b>ISIN</b>	US7427181091	<b>Meeting Date</b>	10-Oct-23
<b>Ticker</b>	PG	<b>Deadline Date</b>	09-Oct-23
<b>Country</b>	United States	<b>Record Date</b>	11-Aug-23
<b>Blocking</b>	No	<b>Vote Date</b>	25-Sep-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect B. Marc Allen	Management	For	For	For
1b.	Elect Brett Biggs	Management	For	For	For
1c.	Elect Sheila Bonini	Management	For	For	For
1d.	Elect Angela F. Braly	Management	For	For	For
1e.	Elect Amy L. Chang	Management	For	For	For
1f.	Elect Joseph Jimenez	Management	For	For	For
1g.	Elect Christopher Kempczinski	Management	For	For	For
1h.	Elect Debra L. Lee	Management	For	For	For
1i.	Elect Terry J. Lundgren	Management	For	For	For
1j.	Elect Christine M. McCarthy	Management	For	For	For
1k.	Elect Jon R. Moeller	Management	For	For	For
1l.	Elect Robert J. Portman	Management	For	For	For



## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1m.	Elect Rajesh Subramaniam	Management	For	For	For
1n.	Elect Patricia A. Woertz	Management	For	Against	Against
	Vote Note: Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.				
2.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	For
	Vote Note: Anti-ESG proponent.				
6.	Shareholder Proposal Regarding Report on Business with China	Shareholder	Against	Against	For
	Vote Note: Anti-ESG proponent.				
7.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Shareholder	Against	For	Against
	Vote Note: Shareholders should approve provisions that could potentially limit their rights				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	20,271		25-Sep-23
			<b>Totals</b>	<b>20,271</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### **CISCO SYSTEMS, INC.**

<b>ISIN</b>	US17275R1023	<b>Meeting Date</b>	06-Dec-23
<b>Ticker</b>	CSCO	<b>Deadline Date</b>	05-Dec-23
<b>Country</b>	United States	<b>Record Date</b>	09-Oct-23
<b>Blocking</b>	No	<b>Vote Date</b>	21-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Wesley G. Bush	Management	For	For	For
1b.	Elect Michael D. Capellas	Management	For	For	For
1c.	Elect Mark S. Garrett	Management	For	For	For
1d.	Elect John D. Harris II	Management	For	For	For
1e.	Elect Kristina M. Johnson	Management	For	For	For
1f.	Elect Sarah Rae Murphy	Management	For	For	For
1g.	Elect Charles H. Robbins	Management	For	For	For
1h.	Elect Daniel H. Schulman	Management	For	For	For
1i.	Elect Marianna Tessel	Management	For	For	For
2.	Amendment to the 2005 Stock Incentive Plan	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
	Vote Note: Concerning pay practices; Excessive compensation				

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

4.	Frequency of Advisory Vote on Executive Compensation Management		1 Year	1 Year	For
5.	Ratification of Auditor	Management	For	Against	Against
	Vote Note: Excessive Auditor Tenure.				
6.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against
	Vote Note: Additional disclosure could help mitigate regulatory and reputational risks				

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	59,143		21-Nov-23
			<b>Totals</b>	<b>59,143</b>		

## MICROSOFT CORPORATION

<b>ISIN</b>	US5949181045	<b>Meeting Date</b>	07-Dec-23
<b>Ticker</b>	MSFT	<b>Deadline Date</b>	06-Dec-23
<b>Country</b>	United States	<b>Record Date</b>	29-Sep-23
<b>Blocking</b>	No	<b>Vote Date</b>	22-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Reid G. Hoffman	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1b.	Elect Hugh F. Johnston	Management	For	Against	Against
	Vote Note: Serves on too many boards				
1c.	Elect Teri L. List	Management	For	For	For
1d.	Elect Catherine MacGregor	Management	For	For	For
1e.	Elect Mark Mason	Management	For	For	For
1f.	Elect Satya Nadella	Management	For	For	For
1g.	Elect Sandra E. Peterson	Management	For	For	For
1h.	Elect Penny S. Pritzker	Management	For	For	For
1i.	Elect Carlos A. Rodriguez	Management	For	For	For
1j.	Elect Charles W. Scharf	Management	For	For	For
1k.	Elect John W. Stanton	Management	For	For	For
1l.	Elect Emma N. Walmsley	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.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Shareholder	Against	Against	For
	Vote Note: Anti-ESG proponent.				
6.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	For
	Vote Note: Anti-ESG proponent.				

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

7.	Shareholder Proposal Regarding Report on Government Takedown Requests Vote Note: Anti-ESG proponent.		Against	Against	For
8.	Shareholder Proposal Regarding Risks of Developing Military Weapons Vote Note: Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Report on Tax Transparency Vote Note: Additional disclosure could help mitigate regulatory and reputational risks	Shareholder	Against	For	Against
11.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Shareholder	Against	Against	For
12.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
241A01	Bethmann Aktien Nachhaltigkeit	9975754	State Street Bank-US (837)	11,039		22-Nov-23
<b>Totals</b>				<b>11,039</b>		

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

### COLOPLAST AS

<b>ISIN</b>	DK0060448595	<b>Meeting Date</b>	07-Dec-23
<b>Ticker</b>		<b>Deadline Date</b>	28-Nov-23
<b>Country</b>	Denmark	<b>Record Date</b>	30-Nov-23
<b>Blocking</b>	No	<b>Vote Date</b>	16-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	Against	Against
	Vote Note: Share price hurdle				
5	Directors' Fees	Management	For	For	For
6.1	Indemnification of Directors/Officers	Management	For	For	For
6.2	Amendments to Articles (Indemnification Scheme)	Management	For	For	For
6.3	Remuneration Policy	Management	For	Against	Against
	Vote Note: Share price hurdle				
6.4	Authority to Repurchase Shares	Management	For	For	For
7.01	Elect Lars Søren Rasmussen	Management	For	For	For

## Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

7.02	Elect Niels Peter Louis-Hansen	Management	For	Abstain	Against
	Vote Note: Affiliate/Insider on compensation committee				
7.03	Elect Annette Bröls	Management	For	For	For
7.04	Elect Carsten Hellmann	Management	For	For	For
7.05	Elect Jette Nygaard-Andersen	Management	For	For	For
7.06	Elect Marianne Wiinholt	Management	For	For	For
8.01	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
241A01	Bethmann Aktien Nachhaltigkeit	5754	State Street Bank-Non-US (50P)	14,378		16-Nov-23
			<b>Totals</b>	<b>14,378</b>		