

# VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 31/03/2023

LOCATION(S): ALL LOCATIONS

## Voting Statistics

	Total	Percent
Votable Meetings	50	
Meetings Voted	49	98.00%
Meetings with One or More Votes Against Management	32	64.00%
Votable Ballots	51	
Ballots Voted	50	98.04%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	911		27		938	
Proposals Voted	867	95.17%	27	100.00%	894	95.31%
FOR Votes	766	84.08%	6	22.22%	772	82.30%
AGAINST Votes	86	9.44%	18	66.67%	104	11.09%
ABSTAIN Votes	7	0.77%	3	11.11%	10	1.07%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	776	85.18%	20	74.07%	796	84.86%
Votes AGAINST Management	91	9.99%	7	25.93%	98	10.45%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

## Micron Technology, Inc.

Meeting Date: 12/01/2023

Country: USA

Ticker: MU

Record Date: 14/11/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1b	Elect Director Lynn A. Dugle	Mgmt	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

*Voter Rationale: Pay is misaligned with EOS remuneration principles.*

## Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Linde Plc

**Meeting Date:** 18/01/2023      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 16/01/2023      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For
2	Amend Articles of Association	Mgmt	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For

## Linde Plc

**Meeting Date:** 18/01/2023      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 16/01/2023      **Meeting Type:** Court

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

## Costco Wholesale Corporation

**Meeting Date:** 19/01/2023      **Country:** USA      **Ticker:** COST  
**Record Date:** 11/11/2022      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For
1c	Elect Director Richard A. Galanti	Mgmt	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For
1e	Elect Director W. Craig Jelinek	Mgmt	For	For

## Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Sally Jewell	Mgmt	For	For
1g	Elect Director Charles T. Munger	Mgmt	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning</i>				
1i	Elect Director John W. Stanton	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1j	Elect Director Ron M. Vachris	Mgmt	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against

## Intuit Inc.

**Meeting Date:** 19/01/2023

**Country:** USA

**Ticker:** INTU

**Record Date:** 21/11/2022

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1h	Elect Director Thomas Szkutak	Mgmt	For	For

## Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Raul Vazquez	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Koninklijke DSM NV

**Meeting Date:** 23/01/2023      **Country:** Netherlands      **Ticker:** DSM  
**Record Date:** 26/12/2022      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Presentation on the Transaction	Mgmt		
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For
4	Approve Discharge of Management Board	Mgmt	For	For
<i>Voter Rationale: Inadequate management of climate-related risks</i>				
5	Approve Discharge of Supervisory Board	Mgmt	For	For
6	Close Meeting	Mgmt		

## Visa Inc.

**Meeting Date:** 24/01/2023      **Country:** USA      **Ticker:** V  
**Record Date:** 25/11/2022      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For

## Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For
1f	Elect Director Teri L. List	Mgmt	For	For
1g	Elect Director John F. Lundgren	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1i	Elect Director Linda J. Rendle	Mgmt	For	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Abstain
<i>Voter Rationale: Supportive of proposal's resolved clause, but significant concerns of filer intent so propose abstain</i>				

## Telenor ASA

<b>Meeting Date:</b> 26/01/2023	<b>Country:</b> Norway	<b>Ticker:</b> TEL
<b>Record Date:</b> 19/01/2023	<b>Meeting Type:</b> Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Registration of Attending Shareholders and Proxies	Mgmt		
3	Approve Notice of Meeting and Agenda	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Authorize Share Repurchase Program	Mgmt	For	For
6	Close Meeting	Mgmt		

## Accenture Plc

Meeting Date: 01/02/2023

Country: Ireland

Ticker: ACN

Record Date: 06/12/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1c	Elect Director Beth E. Mooney	Mgmt	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

## Imperial Brands Plc

Meeting Date: 01/02/2023

Country: United Kingdom

Ticker: IMB

Record Date: 30/01/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For

## Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Stefan Bomhard as Director	Mgmt	For	For
5	Re-elect Susan Clark as Director	Mgmt	For	For
6	Re-elect Ngozi Edozien as Director	Mgmt	For	For
7	Re-elect Therese Esperdy as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to approach to below-board gender diversity.</i>				
8	Re-elect Alan Johnson as Director	Mgmt	For	For
9	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For
10	Re-elect Lukas Paravicini as Director	Mgmt	For	For
11	Re-elect Diane de Saint Victor as Director	Mgmt	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Approve Share Matching Scheme	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## The Sage Group plc

**Meeting Date:** 02/02/2023

**Country:** United Kingdom

**Ticker:** SGE

**Record Date:** 31/01/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Maggie Jones as Director	Mgmt	For	For

## The Sage Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Andrew Duff as Director	Mgmt	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For
7	Re-elect John Bates as Director	Mgmt	For	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For
10	Re-elect Drummond Hall as Director	Mgmt	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
18	Amend 2019 Restricted Share Plan	Mgmt	For	For
19	Approve Colleague Share Purchase Plan	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Compass Group Plc

**Meeting Date:** 09/02/2023

**Country:** United Kingdom

**Ticker:** CPG

**Record Date:** 07/02/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For



## Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Ian Meakins as Director	Mgmt	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For
6	Re-elect Palmer Brown as Director	Mgmt	For	For
7	Re-elect Gary Green as Director	Mgmt	For	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	For
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For

## Siemens AG

**Meeting Date:** 09/02/2023

**Country:** Germany

**Ticker:** SIE

**Record Date:** 02/02/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For
7.2	Elect Regina Dugan to the Supervisory Board	Mgmt	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	Mgmt	For	For
7.4	Elect Martina Merz to the Supervisory Board	Mgmt	For	For
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For

## Siemens Healthineers AG

Meeting Date: 15/02/2023

Country: Germany

Ticker: SHL

Record Date: 08/02/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For	For

# Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to succession planning</i>				
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against
<i>Voter Rationale: Lack of independence on board</i>				
8	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				

## Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For	For

## Deere & Company

**Meeting Date:** 22/02/2023      **Country:** USA      **Ticker:** DE  
**Record Date:** 27/12/2022      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation</i>				

## argenx SE

**Meeting Date:** 27/02/2023

**Country:** Netherlands

**Ticker:** ARGX

**Record Date:** 30/01/2023

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Steve Krognas as Non-Executive Director	Mgmt	For	For
3	Other Business (Non-Voting)	Mgmt		
4	Close Meeting	Mgmt		

## Kone Oyj

**Meeting Date:** 28/02/2023

**Country:** Finland

**Ticker:** KNEBV

**Record Date:** 16/02/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	For

## Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Fix Number of Directors at Nine	Mgmt	For	For
13.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
13.b	Reelect Susan Duinhoven as Director	Mgmt	For	For
13.c	Elect Marika Fredriksson as New Director	Mgmt	For	For
13.d	Reelect Antti Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Lack of independent representation at board committees</i>				
13.e	Reelect Iris Herlin as Director	Mgmt	For	For
13.f	Reelect Jussi Herlin as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13.g	Reelect Ravi Kant as Director	Mgmt	For	For
13.h	Elect Marcela Manubens as New Director	Mgmt	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Amend Articles Re: Company Business; General Meeting Participation	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

## Novozymes A/S

**Meeting Date:** 02/03/2023

**Country:** Denmark

**Ticker:** NZYM.B

**Record Date:** 23/02/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 6 Per Share	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For



## Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6	Reelect Cornelis de Jong (Chair) as Director	Mgmt	For	For
7	Reelect Kim Stratton (Vice Chair) as Director	Mgmt	For	For
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Concerns related to Non-audit fees</i>				
8b	Elect Sharon James as Director	Mgmt	For	For
8c	Reelect Kasim Kutay as Director	Mgmt	For	For
8d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain
<i>Voter Rationale: Concerns regarding Auditor tenure Concerns related to Non-audit fees</i>				
10a	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For
10b	Authorize Share Repurchase Program	Mgmt	For	For
10c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For
10d	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
10e	Amend Remuneration Policy	Mgmt	For	For
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
11	Other Business	Mgmt		

## Orsted A/S

**Meeting Date:** 07/03/2023

**Country:** Denmark

**Ticker:** ORSTED

**Record Date:** 28/02/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Approve Discharge of Management and Board	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For	For
6.1	Fix Number of Directors at Eight	Mgmt	For	For
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For
6.4a	Reelect Jorgen Kildah as Director	Mgmt	For	For
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
6.4d	Reelect Julia King as Director	Mgmt	For	For
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## Analog Devices, Inc.

Meeting Date: 08/03/2023

Country: USA

Ticker: ADI

Record Date: 03/01/2023

Meeting Type: Annual

## Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director James A. Champy	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For
1i	Elect Director Kenton J. Sicchitano	Mgmt	For	For
1j	Elect Director Ray Stata	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles: low minimum shareholding, pledging concerns and high variable pay</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## QUALCOMM Incorporated

Meeting Date: 08/03/2023

Country: USA

Ticker: QCOM

Record Date: 09/01/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For
1c	Elect Director Mark Fields	Mgmt	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For

## QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
1l	Elect Director Anthony J. Vinciguerra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Applied Materials, Inc.

**Meeting Date:** 09/03/2023      **Country:** USA      **Ticker:** AMAT  
**Record Date:** 11/01/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights</i>				
6	Improve Executive Compensation Program and Policy	SH	Against	Against

## Wartsila Oyj Abp

**Meeting Date:** 09/03/2023      **Country:** Finland      **Ticker:** WRT1V  
**Record Date:** 27/02/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Mgmt	For	Against

*Voter Rationale: Lack of independent representation at board committees*

## Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

## Apple Inc.

Meeting Date: 10/03/2023      Country: USA      Ticker: AAPL  
 Record Date: 09/01/2023      Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Al Gore	Mgmt	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For
1e	Elect Director Andrea Jung	Mgmt	For	Against
<i>Voter Rationale: Concerns about remuneration committee performance</i>				
1f	Elect Director Art Levinson	Mgmt	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For
1h	Elect Director Ron Sugar	Mgmt	For	For
1i	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
6	Report on Operations in Communist China	SH	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against

## Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Report on Median Gender/Racial Pay Gap	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes better management of SEE opportunities and risks</i>				
9	Amend Proxy Access Right	SH	Against	For
<i>Voter Rationale: Shareholder proposal promotes enhanced shareholder rights</i>				

## Danske Bank A/S

**Meeting Date:** 16/03/2023      **Country:** Denmark      **Ticker:** DANSKE  
**Record Date:** 09/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
5.a	Reelect Martin Blessing as Director	Mgmt	For	For
5.b	Reelect Jan Thorsgaard Nielsen as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
5.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For
5.d	Reelect Jacob Dahl as Director	Mgmt	For	For
5.e	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For
5.f	Reelect Allan Polack as Director	Mgmt	For	For
5.g	Reelect Carol Sergeant as Director	Mgmt	For	For
5.h	Reelect Helle Valentin as Director	Mgmt	For	For
Shareholder Proposals Submitted by Michael Strabo		Mgmt		
5.i	Elect Michael Strabo as New Director	SH	Abstain	Abstain
Shareholder Proposals Submitted by Caroline Bessermann		Mgmt		
5.j	Elect Caroline Bessermann as New Director	SH	Abstain	Abstain
Management Proposals		Mgmt		
6	Ratify Deloitte as Auditors	Mgmt	For	For

## Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
7.b	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against
<i>Voter Rationale: Concerns related to shareholder rights</i>				
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 660,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
<i>Voter Rationale: Concerns to protect shareholder value</i>				
Shareholder Proposals Submitted by ActionAid Denmark		Mgmt		
12.a1	Climate Action Plan: Direct lending	SH	Against	Against
12.a2	Climate Action Plan: Asset Management Policy	SH	Against	Against
Shareholder Proposals Submitted by Frank Aaen		Mgmt		
12.b	Climate Action Plan: Existing Investments	SH	Against	Against
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
14	Other Business	Mgmt		

## DSV A/S

**Meeting Date:** 16/03/2023

**Country:** Denmark

**Ticker:** DSV

**Record Date:** 09/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For



## DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6.2	Reelect Jorgen Moller as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.8	Elect Helle Ostergaard Kristiansen as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Other Business	Mgmt		

## Pandora AS

**Meeting Date:** 16/03/2023

**Country:** Denmark

**Ticker:** PNDORA

**Record Date:** 09/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 16.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For

## Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
6.4	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.5	Reelect Catherine Spindler as Director	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
6.6	Reelect Jan Zijderveld as Director	Mgmt	For	For
6.7	Elect Lilian Fossum Biner as New Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 6.5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Authorize Share Repurchase Program	Mgmt	For	For
9.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## Stora Enso Oyj

**Meeting Date:** 16/03/2023

**Country:** Finland

**Ticker:** STERV

**Record Date:** 06/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		

## Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 209,000 for Chairman, EUR 118,000 for Vice Chairman, and EUR 81,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For
19	Decision on Making Order	Mgmt		
20	Close Meeting	Mgmt		

## Orion Oyj

**Meeting Date:** 22/03/2023      **Country:** Finland      **Ticker:** ORNBV  
**Record Date:** 10/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		

# Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.60 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against
<i>Voter Rationale: Concerns related to shareholder rights</i>				
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

# Svenska Handelsbanken AB

**Meeting Date:** 22/03/2023

**Country:** Sweden

**Ticker:** SHB.A

**Record Date:** 14/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Approve Discharge of Board and President	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For
15	Determine Number of Directors (10)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
17	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
18.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
18.2	Reelect Helene Barnekow as Director	Mgmt	For	For
18.3	Reelect Stina Bergfors as Director	Mgmt	For	For
18.4	Reelect Hans Biorck as Director	Mgmt	For	For
18.5	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				

## Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18.6	Reelect Kerstin Hessius as Director	Mgmt	For	For
18.7	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
18.8	Reelect Ulf Riese as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
18.9	Reelect Arja Taaveniku as Director	Mgmt	For	For
18.10	Reelect Carina Akerstromas Director	Mgmt	For	For
19	Reelect Par Boman as Board Chairman	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
20.2	Ratify Deloitte as Auditors	Mgmt	For	For
<i>Voter Rationale: Insufficient basis to support a decision</i>				
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
Shareholder Proposals Submitted by Carl Axel Bruno				
22	Amend Bank's Mainframe Computers Software	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote appropriate accountability or incentivisation</i>				
Shareholder Proposals Submitted by Tommy Jonasson				
23	Approve Formation of Integration Institute	SH	None	Against
<i>Voter Rationale: Shareholder proposal does not promote transparency</i>				
24	Close Meeting	Mgmt		

## Nordea Bank Abp

**Meeting Date:** 23/03/2023

**Country:** Finland

**Ticker:** NDA.SE

**Record Date:** 13/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		

# Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For
13.a	Reelect Stephen Hester as Director (Chair)	Mgmt	For	For
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For
13.d	Reelect Lene Skole as Director	Mgmt	For	For
13.e	Reelect Birger Steen as Director	Mgmt	For	For
13.f	Reelect Jonas Synnergren as Director	Mgmt	For	For
13.g	Reelect Arja Talma as Director	Mgmt	For	For
13.h	Reelect Kjersti Wiklund as Director	Mgmt	For	For
13.i	Elect Risto Murto as Director	Mgmt	For	For
13.j	Elect Per Stromberg as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Amend Articles Re: General Meeting Participation; General Meeting	Mgmt	For	Against
<i>Voter Rationale: Concerns related to shareholder rights</i>				
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
18	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For

## Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
21	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
22	Close Meeting	Mgmt		

## Novo Nordisk A/S

**Meeting Date:** 23/03/2023

**Country:** Denmark

**Ticker:** NOVO.B

**Record Date:** 16/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For



## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.4	Product Pricing Proposal	SH	Against	Against
9	Other Business	Mgmt		

## SKF AB

**Meeting Date:** 23/03/2023

**Country:** Sweden

**Ticker:** SKF.B

**Record Date:** 15/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.00 Per Share	Mgmt	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For
11.3	Approve Discharge of Board Member Barb Samardzich	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.4	Approve Discharge of Board Member Colleen Replier	Mgmt	For	For
11.5	Approve Discharge of Board Member Geert Follens	Mgmt	For	For
11.6	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For
11.7	Approve Discharge of Board Member Susanna Schneeberger	Mgmt	For	For
11.8	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For
11.9	Approve Discharge of President Rickard Gustafson	Mgmt	For	For
11.10	Approve Discharge of Board Member Jonny Hilbert	Mgmt	For	For
11.11	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For
11.12	Approve Discharge of Employee Representative Thomas Eliasson	Mgmt	For	For
11.13	Approve Discharge of Employee Representative Steve Norrman	Mgmt	For	For
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.6 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14.2	Reelect Hock Goh as Director	Mgmt	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Elect Beth Ferreira as New Director	Mgmt	For	For
14.8	Elect Therese Friberg as New Director	Mgmt	For	For
14.9	Elect Richard Nilsson as New Director	Mgmt	For	For
14.10	Elect Niko Pakalen as New Director	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
16	Approve Remuneration Report	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve 2023 Performance Share Program	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				

## Starbucks Corporation

**Meeting Date:** 23/03/2023      **Country:** USA      **Ticker:** SBUX  
**Record Date:** 13/01/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	For
1d	Elect Director Melody Hobson	Mgmt	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
<i>Voter Rationale: Concerns related to approach to board gender diversity</i>				
1f	Elect Director Satya Nadella	Mgmt	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
<i>Voter Rationale: Annual vote provides for greater shareholder oversight</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
6	Adopt Policy on Succession Planning	SH	Against	Against
7	Report on Operations in Communist China	SH	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For
<i>Voter Rationale: SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks</i>				
9	Establish Committee on Corporate Sustainability	SH	Against	Against

# Sartorius Stedim Biotech SA

Meeting Date: 27/03/2023

Country: France

Ticker: DIM

Record Date: 23/03/2023

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.44 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
	<i>Voter Rationale: Poison pill/anti-takeover measure not in investors interests</i>			
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	Mgmt	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	Against

## Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Neste Corp.

**Meeting Date:** 28/03/2023      **Country:** Finland      **Ticker:** NESTE  
**Record Date:** 16/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For

## Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For
18	Amend Articles Re: Book-Entry System	Mgmt	For	Against
<i>Voter Rationale: Concerns about reducing shareholder rights</i>				
19	Close Meeting	Mgmt		

## Randstad NV

**Meeting Date:** 28/03/2023      **Country:** Netherlands      **Ticker:** RAND  
**Record Date:** 28/02/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Reports of Management Board and Supervisory Board (Non-Voting)	Mgmt		
2b	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
2c	Adopt Financial Statements	Mgmt	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2e	Approve Dividends of EUR 2.85 Per Share	Mgmt	For	For
3a	Approve Discharge of Management Board	Mgmt	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For
4a	Elect Jorge Vazquez to Management Board	Mgmt	For	For
4b	Elect Myriam Beatove Moreale to Management Board	Mgmt	For	For
5a	Elect Cees 't Hart to Supervisory Board	Mgmt	For	For
5b	Elect Laurence Debroux to Supervisory Board	Mgmt	For	For
5c	Elect Jeroen Drost to Supervisory Board	Mgmt	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6c	Approve Cancellation of Repurchased Shares	Mgmt	For	For

## Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Ratify Deloitte Accountants BV as Auditors	Mgmt	For	For
8	Ratify PricewaterhouseCoopers Accountants NV as Auditors	Mgmt	For	For
9	Other Business (Non-Voting)	Mgmt		
10	Close Meeting	Mgmt		

## Electrolux AB

Meeting Date: 29/03/2023

Country: Sweden

Ticker: ELUX.B

Record Date: 21/03/2023

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Approve Agenda of Meeting	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.1	Approve Discharge of Staffan Bohman	Mgmt	For	For
9.2	Approve Discharge of Petra Hedengran	Mgmt	For	For
9.3	Approve Discharge of Henrik Henriksson	Mgmt	For	For
9.4	Approve Discharge of Ulla Litzen	Mgmt	For	For
9.5	Approve Discharge of Karin Overbeck	Mgmt	For	For
9.6	Approve Discharge of Fredrik Persson	Mgmt	For	For
9.7	Approve Discharge of David Porter	Mgmt	For	For
9.8	Approve Discharge of Jonas Samuelson	Mgmt	For	For
9.9	Approve Discharge of Mina Billing	Mgmt	For	For
9.10	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For
9.11	Approve Discharge of Peter Ferm	Mgmt	For	For
9.12	Approve Discharge of Ulrik Danestad	Mgmt	For	For

## Electrolux AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.13	Approve Discharge of Wilson Quispe	Mgmt	For	For
9.14	Approve Discharge of Jonas Samuelson as CEO	Mgmt	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For
13.a	Reelect Staffan Bohman as Director	Mgmt	For	For
13.b	Reelect Petra Hedengran as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
13.c	Reelect Henrik Henriksson as Director	Mgmt	For	For
13.d	Reelect Ulla Litzen as Director	Mgmt	For	For
13.e	Reelect Karin Overbeck as Director	Mgmt	For	For
13.f	Reelect Fredrik Persson as Director	Mgmt	For	For
13.g	Reelect David Porter as Director	Mgmt	For	For
13.h	Reelect Jonas Samuelson as Director	Mgmt	For	For
13.i	Elect Staffan Bohman as Board Chair	Mgmt	For	For
14	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
16.c	Approve Transfer of 1,544,925 B-Shares	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
17.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For
17.b	Approve Equity Plan Financing	Mgmt	For	For
18	Close Meeting	Mgmt		

## Essity AB

**Meeting Date:** 29/03/2023

**Country:** Sweden

**Ticker:** ESSITY.B

**Record Date:** 21/03/2023

**Meeting Type:** Annual



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
7.c2	Approve Discharge of Par Boman	Mgmt	For	For
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a	Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10.b	Approve Remuneration of Auditors	Mgmt	For	For
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For

## Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.b	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For
11.d	Reelect Magnus Groth as Director	Mgmt	For	For
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
11.h	Elect Maria Carell as Director	Mgmt	For	For
11.i	Elect Jan Gurander as Director	Mgmt	For	For
12	Reelect Par Boman as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
13	Ratify Ernst & Young as Auditor	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

## Genmab A/S

**Meeting Date:** 29/03/2023

**Country:** Denmark

**Ticker:** GMAB

**Record Date:** 22/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	Abstain
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				

## Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain
<i>Voter Rationale: Concerns regarding Auditor tenure</i>				
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.b	Amend Remuneration Policy	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
7.d	Authorize Share Repurchase Program	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

## Skanska AB

**Meeting Date:** 29/03/2023      **Country:** Sweden      **Ticker:** SKA.B  
**Record Date:** 21/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For
11b	Approve Discharge of Par Boman	Mgmt	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For
11h	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For
11i	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For
11j	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For
11k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For
11l	Approve Discharge of Deputy Employee Representative Goran Pajnic	Mgmt	For	For
11m	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	Mgmt	For	For
11n	Approve Discharge of Deputy Employee Representative Anders Rattgard	Mgmt	For	For
11o	Approve Discharge of President Anders Danielsson	Mgmt	For	For
12a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.33 Million for Chairman and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	For
14b	Reelect Par Boman as Director	Mgmt	For	Against

*Voter Rationale: Overboarded/Too many other time commitments*

## Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14c	Reelect Jan Gurander as Director	Mgmt	For	For
14d	Reelect Mats Hederos as Director	Mgmt	For	For
14e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14f	Reelect Catherine Marcus as Director	Mgmt	For	For
14g	Reelect Ann E. Massey as Director	Mgmt	For	For
14h	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For
14i	Reelect Hans Biorck as Board Chair	Mgmt	For	For
15	Ratify Ernst & Young as Auditor	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Approve Equity Plan Financing	Mgmt	For	For
19	Authorize Class B Share Repurchase Program	Mgmt	For	For
20	Close Meeting	Mgmt		

## Telefonaktiebolaget LM Ericsson

**Meeting Date:** 29/03/2023      **Country:** Sweden      **Ticker:** ERIC.B  
**Record Date:** 21/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Approve Agenda of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.2	Approve Remuneration Report	Mgmt	For	For

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.g	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For
8.3.h	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.i	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.j	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.k	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.l	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.m	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			
8.3.o	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	Against
	<i>Voter Rationale: Concerns about overall performance</i>			

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall performance</i>				
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	Against
<i>Voter Rationale: Concerns about overall performance</i>				
8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For
10	Approve Remuneration of Directors SEK 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For
11.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	For
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For
11.7	Reelect Helena Stjernholm as Director	Mgmt	For	For
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	For
11.9	Elect Jonas Synnergren as New Director	Mgmt	For	For
11.10	Elect Christy Wyatt as New Director	Mgmt	For	For
12	Elect Jan Carlson as Board Chairman	Mgmt	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte AB as Auditors	Mgmt	For	For
16.1	Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	Mgmt	For	For
16.2	Approve Equity Plan Financing LTV I 2023	Mgmt	For	For
16.3	Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				

## Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17.1	Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Mgmt	For	For
17.2	Approve Equity Plan Financing of LTV II 2023	Mgmt	For	For
17.3	Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Mgmt	For	Against
<i>Voter Rationale: Concerns to protect shareholder value</i>				
18	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For
19	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For
20.1	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For
20.2	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
22	Close Meeting	Mgmt		

## Chr. Hansen Holding A/S

**Meeting Date:** 30/03/2023

**Country:** Denmark

**Ticker:** CHR

**Record Date:** 23/03/2023

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Novozymes A/S	Mgmt	For	For
2	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
3	Change Fiscal Year End to Dec. 31	Mgmt	For	For
4	Approve Remuneration of Directors for FY 2022/23	Mgmt	For	For
5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

## Kesko Oyj

**Meeting Date:** 30/03/2023

**Country:** Finland

**Ticker:** KESKOB

**Record Date:** 20/03/2023

**Meeting Type:** Annual



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive CEO's Review	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
12	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For
15	Amend Articles Re: Board of Directors and Term of Office	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
19	Close Meeting	Mgmt		

## Melrose Industries Plc

Meeting Date: 30/03/2023

Country: United Kingdom

Ticker: MRO

Record Date: 28/03/2023

Meeting Type: Special

## Melrose Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Dowlais Group plc from Melrose Industries plc	Mgmt	For	For

## Novozymes A/S

<b>Meeting Date:</b> 30/03/2023	<b>Country:</b> Denmark	<b>Ticker:</b> NZYM.B
<b>Record Date:</b> 23/03/2023	<b>Meeting Type:</b> Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Chr. Hansen Holding A/S	Mgmt	For	For
2	Amend Articles Re: Number of Directors	Mgmt	For	For
3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
3.b	Amend Articles Re: Indemnification	Mgmt	For	For
3.c	Amend Remuneration Policy	Mgmt	For	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

## Svenska Cellulosa AB SCA

<b>Meeting Date:</b> 30/03/2023	<b>Country:</b> Sweden	<b>Ticker:</b> SCA.B
<b>Record Date:</b> 22/03/2023	<b>Meeting Type:</b> Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For

# Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Charlotte Bengtsson	Mgmt	For	For
8.c2	Approve Discharge of Asa Bergman	Mgmt	For	For
8.c3	Approve Discharge of Par Boman	Mgmt	For	For
8.c4	Approve Discharge of Lennart Evrell	Mgmt	For	For
8.c5	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c6	Approve Discharge of Carina Hakansson	Mgmt	For	For
8.c7	Approve Discharge of Ulf Larsson (as board member)	Mgmt	For	For
8.c8	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8.c9	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c10	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8.c11	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c12	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c13	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8.c14	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8.c15	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8.c16	Approve Discharge of Employee Representative Johanna Viklund Linden	Mgmt	For	For
8.c17	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8.c18	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8.c19	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For
8.c20	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For

## Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.1	Approve Remuneration of Directors in the Amount of SEK 2.089Million for Chairman and SEK 695,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For
12.2	Reelect Par Boman as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments</i>				
12.3	Reelect Lennart Evrell as Director	Mgmt	For	For
12.4	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.5	Reelect Carina Hakansson as Director	Mgmt	For	For
12.6	Reelect Ulf Larsson as Director	Mgmt	For	For
12.7	Reelect Martin Lindqvist as Director	Mgmt	For	For
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
<i>Voter Rationale: Concerns related to inappropriate membership of committees</i>				
12.10	Reelect Karl Aberg as Director	Mgmt	For	For
13	Reelect Par Boman as Board Chair	Mgmt	For	Against
<i>Voter Rationale: Overboarded/Too many other time commitments</i>				
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For
17	Close Meeting	Mgmt		

## Swedbank AB

**Meeting Date:** 30/03/2023

**Country:** Sweden

**Ticker:** SWED.A

**Record Date:** 22/03/2023

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Auditor's Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 9.75 Per Share	Mgmt	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For
10.m	Approve Discharge of Bo Magnusson	Mgmt	For	For
10.n	Approve Discharge of Jens Henriksson	Mgmt	For	For
10.o	Approve Discharge of Roger Ljung	Mgmt	For	For
10.p	Approve Discharge of Ake Skoglund	Mgmt	For	For
10.q	Approve Discharge of Henrik Joelsson	Mgmt	For	For
10.r	Approve Discharge of Camilla Linder	Mgmt	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	Against
	<i>Voter Rationale: Overboarded/Too many other time commitments</i>			
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For
13.f	Reelect Bengt Erik Lindgren as Director	Mgmt	For	For
13.g	Reelect Anna Mossberg as Director	Mgmt	For	For
13.h	Reelect Per Olof Nyman as Director	Mgmt	For	For
13.i	Reelect Biljana Pehrsson as Director	Mgmt	For	For
13.j	Reelect Goran Persson as Director	Mgmt	For	For
13.k	Reelect Biorn Riese as Director	Mgmt	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
21.a	Approve Common Deferred Share Bonus Plan (Eken 2023)	Mgmt	For	For
21.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	Mgmt	For	For
21.c	Approve Equity Plan Financing	Mgmt	For	For
22	Approve Remuneration Report	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
23	Change Bank Software	SH	Against	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt		
24	Allocation of funds	SH	Against	Against
25	Establishment of a Chamber of Commerce	SH	Against	Against
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH	None	Against

## Tryg A/S

**Meeting Date:** 30/03/2023      **Country:** Denmark      **Ticker:** TRYG  
**Record Date:** 23/03/2023      **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Approve DKK 99 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 317.4 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 314.4 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 314.4 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	For
7.2	Reelect Mari Thjomoe as Member of Board	Mgmt	For	For
7.3	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.4	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.5	Elect Thomas Hofman-Bang as Director	Mgmt	For	For

## Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.6	Elect Steffen Kragh as Director	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## UniCredit SpA

Meeting Date: 31/03/2023      Country: Italy      Ticker: UCG  
 Record Date: 22/03/2023      Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
6	Approve Second Section of the Remuneration Report	Mgmt	For	For
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
7	Approve 2023 Group Incentive System	Mgmt	For	Against
	<i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>			
8	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For
9	Approve Decrease in Size of Board from 13 to 12	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems	Mgmt	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
<hr/> <i>Voter Rationale: Pay is misaligned with EOS remuneration principles</i>				
3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against
<hr/> <i>Voter Rationale: Insufficient/poor disclosure</i>				